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REMOTE STORAGE

PROCEEDINGS OF THE

FORTY-SEVENTH ANNUAL CONVENTION

Glass Bottle Blowers' Association

Of the United States
and Canada

CHICAGO, ILLINOIS, JULY 9-19, 1923

PRINTED IN
THE U. S. A.

MINUTES OF PROCEEDINGS

OF THE

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Chicago, Illinois, July 9-19, 1923

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REMOTE STORAGE

MINUTES

OF THE

47th ANNUAL CONVENTION

OF THE

Glass Bottle Blowers' Association

of the United States and Canada.

HELD IN CHICAGO, ILLINOIS

Opening Monday, July 9, 1923.

FIRST DAY—Morning Session

The Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada was called to order in the Saint John's Hall, eighteenth floor of the Capitol Building, Chicago, by President John A. Voll, who was accompanied by these other national officers: Vice-President James Maloney, Secretary Harry Jenkins, Treasurer Harry Halton, and Executive Board Members, Arthur Muhleman, William C. Connolly, Robert G. Vansant, William W. Campbell, John S. Roberts, Albert C. McLaughlin, Thomas B. Eames, and William Warren.

President Voll stated that on account of this meeting being held in a city where there is no glass plant and hence no Committee on Arrangements in charge, the usual program of opening day would be omitted, and instead of welcoming addresses, there would be a number of talks in later sessions by distinguished representatives of the Labor Movement. Among those who were expected were Matthew Woll, President of the Photo Engravers' Union and a Vice-President of the American Federation of Labor, an orator of national repute; John Fitzpatrick, President of the Chicago Federation of Labor, a member of the Blacksmiths' Union and a leader in progressive movements; Miss Nearing of the Bookbinders' and Miss Christman of the Womens' Trade Union League.

Directly addressing the delegates, President Voll said: "It is a great pleasure to meet you here this morning; I see a number who have attended previous conventions and are familiar with the work ahead of us. I feel sure that our deliberations here will be profitable, and can hope for nothing better than that they will be as beneficial and harmonious to us, individually and collectively, as in former conventions."

The convention at once proceeded to regular business. The President appointed Mr. Adam B. Koebert of Milwaukee (better known as Stump) Outside Guard, saying that in looking over the list of members in the National Office recently he found that Brother Koebert with Brother Pennypacker, of Royersford, had been attending conventions ever since 1876 when the first one was held. He then presented Brother Koebert, with the compliments of the convention, a pipe with furnishings and a deck of cards, which he said might solace him between duties in the corridor. The appointment and gift were applauded by the delegates.

President Voll then called for the report of the Committee on Credentials and this was presented by Secretary Rohrbacher. At the conclusion, on motion, it was adopted in this form:

Report of Credentials Committee

Number and Location of Branch	Members in good standing	Delegates Branch entitled to	Number of Delegates Elected
No. 1, Pittsburgh — HARRY HOHMEYER	**36**	**1**	**1**
No. 2, Alton, Ill.	**10**	**1**	**Excused**
No. 3, Streator, Ill. — ELLIS TIBBLES	**49**	**1**	**1**
No. 5, St. Louis, Mo. — JACOB ROHRBACHER	**21**	**1**	**1**

Number and Location of Branch	Members in good standing	Delegates Branch entitled to	Number of Delegates Elected
No. 6, Salem, N. J.	**132**	**4**	**4**
JOHN W. EGAN WILLIAM BEATTY SAMUEL LUMLEY REUBEN MATSON			
No. 7, Millville, N. J.	**506**	**17**	**10**
WALTER G. BARBER WILLIAM A. LODER SAMUEL T. CARTER JOHN WALDMAN WALTER GALLAHER MARK S. BRANIN ISAAC CORSON HARRY EWAN EDGAR HANN WALTER WALLACE			
No. 8, Bridgeton, N. J.	**8**	**1**	**Excused**
No. 9, Baltimore, Md.	**246**	**8**	**8**
ERNEST BELL JOHN BUTZ JOHN J. DALL WILLIAM S. DIXON CLARENCE ESSEX WILLIAM FARNKOPF MILTON ROETH GEORGE W. SPEAKE, JR.			
No. 10, Royersford, Pa.	**103**	**3**	**1**
FRANK PENNYPACKER			
No. 11, Millville, N. J.	**72**	**2**	**1**
WOODMAN L. TOMLIN			
No. 12, Munice, Ind.	**34**	**1**	**1**
WILLIAM C. CONNOLLY			
No. 14, Woodbury, N. J.	**16**	**1**	**Excused**

Number and Location of Branch	Members in good standing	Delegates Branch entitled to	Number of Delegates Elected
No. 15, Milwaukee, Wis. LOUIS PETERS FRANK KOEBERT	55	2	2
No. 16, Ravenswood, L. I., N. Y.	11	1	Excused
No. 17, Massillon, Ohio	53	2	Excused
No. 18, Montreal, Can. JOSEPH JONES LESLIE WARREN	70	2	2
No. 19, Lapel, Ind. JOHN BOLT	20	1	1
No. 20, Zanesville, Ohio HARRY MILES	58	2	1
No. 21, Richmond, Va.			Excused
No. 22, San Francisco, Calif. J. COLEMAN HAWKINS	15	1	1
No. 24, Newark, Ohio EARL WEISS	32	1	1
No. 26, Rochester, N. Y. RICHARD POWERS WILLIAM MORRISON	71	2	2
No. 27, Reading, Ohio FRANK M. PETTY	30	1	1
No. 28, Brockwayville, Pa.	7	1	Excused
No. 29, Hawley, Pa.	8	1	Excused
No. 32, Clyde, N. Y.	11	1	Excused
No. 34, Tarentum, Pa. A. T. LENTZ ROBERT L. PEARSON B. J. NAPOLSKI	93	3	3
No. 35, Laurens, S. C. JAMES GAHAN	16	1	1

Number and Location of Branch	Members in good standing	Delegates Branch entitled to	Number of Delegates Elected
No. 36, Marienville, Pa. WALTER HOPPES	**20**	**1**	**1**
No. 37, Lancaster, N. Y. FRANK LAMBALZER	**39**	**1**	**1**
No. 38, Marion, Ind. CHARLES F. STOKES WILLIAM F. BARNARD CHARLES GESSLER	**119**	**4**	**3**
No. 39, Lockport, N. Y.	**9**	**1**	**Excused**
No. 40, Poteau, Okla. JOHN WOODS	**26**	**1**	**1**
No. 41, Dunkirk, N. Y.			
No. 42, Glassboro, N. J.	**24**	**1**	**Excused**
No. 44, Olean, N. Y. JOHN McFADDEN	**25**	**1**	**1**
No. 46, Parkersburg, W. Va.			**Excused**
No. 47, Sheffield, Pa. JAMES W. CRONIN	**61**	**2**	**1**
No. 48, Wilcox, Pa.	**15**	**1**	**Excused**
No. 51, Redcliff, Alberta, Can.	**7**	**1**	**Excused**
No. 54, Medford, N. J. FRANK H. CARIGAN	**43**	**1**	**1**
No. 55, McDonald, Pa. FRED FELLER	**47**	**1**	**1**
No. 56, Checotah, Okla.			
No. 57, Binghamton, N. Y. MICHAEL FAUST	**31**	**1**	**1**

Number and Location of Branch	Members in good standing	Delegates Branch entitled to	Number of Delegates Elected
No. 60, Terre Haute, Ind. THEODORE GUNDLACH LAWRENCE TURNER	57	2	2
No. 62, Poughkeepsie, N. Y.	14	1	Excused
No. 63, Williamstown, N. J.	32	1	Excused
No. 66, Toronto, Ont. ALBERT BETZNER	51	2	1
No. 68, Alexandria, Va. STOKES D. CONNER	17	1	1
No. 70, Wallaceburg, Ont. HUGH GREENWOOD	40	1	1
No. 73, Bellaire, Ohio	20	1	Excused
No. 75, Port Allegany, Pa. J. S. CURRIE	16	1	1
No. 76, Glenshaw, Pa. ALBERT RIHN	21	1	1
No. 78, East St. Louis, Ill. WALTER DUNLAP	59	2	1
No. 81, Chicago Heights, Ill. JOHN GAFFNEY	37	1	1
No. 82, Toledo, Ohio	9	1	Excused
No. 83, Butler, Pa.	25	1	Excused
No. 84, Minotola, N. J.	10	1	Excused
No. 85, Kane, Pa.	2		
No. 86, Fort Smith, Ark.	18	1	Excused
No. 90, Loogootee, Ind.	8	1	Excused
No. 92, Alton Park, Tenn. WILLIAM D. KELLY	13	1	1

Number and Location of Branch	Members in good standing	Delegates Branch entitled to	Number of Delegates Elected
No. 94, Pittsburgh, Pa. CHARLES E. THOMPSON	58	2	1
No. 95, Tarentum, Pa. CHARLES A. LIPPERT	63	2	1
No. 97, Philadelphia, Pa.	27	1	Excused
No. 98, Knox, Pa. ARLIE SNOWDEN	34	1	1
No. 99, Mt. Vernon, Ohio	20	1	Excused
No. 102, Parkers Landing, Pa. JAMES McLAUGHLIN	44	1	1
No. 105, Punxsutawney, Pa. LOUIS COLIN HARRY T. KINNEY	68	2	2
No. 106, Columbus, Ohio	9	1	Excused
No. 109, Wheeling, W. Va.	37	1	Excused
No. 110, Cape May Court H., N. J. RALPH TOZOUR	39	1	1
No. 112, Hazelhurst, Pa. JOHN NOGAR, JR.	10	1	1
No. 115, Point Marion, Pa.	11	1	Excused
No. 117, Evansville, Ind. WILBURN S. HYATT	23	1	1
No. 118, Baltimore, Md. THOMAS KANE	44	1	1
No. 120, Clarion, Pa. FRANK CARTER	9	1	1
No. 122, Long Beach, Calif.	9	1	Excused
No. 125, Cedar Grove, La.	9	1	Excused

Number and Location of Branch	Members in good standing	Delegates Branch entitled to	Number of Delegates Elected
No. 127, California, Pa.	**9**	**1**	**Excused**
No. 129, Los Angeles, Calif. WILLIAM GABLE	**32**	**1**	**1**
No. 133, Indianapolis, Ind. JOHN FIGEL	**53**	**2**	**1**

JOHN GAFFNEY, Chairman
F. J. KOEBERT
JACOB ROHRBACHER, Secretary

President Voll referred briefly to conditions existing in Ravenswood, Columbus and Mount Vernon and said that further reference would be made during the progress of the convention; and as to those branches from which no financial reports had been received by the National Office, the Auditing Committee will take cognizance.

The elected delegates having been duly seated in the convention, President Voll declared the convention in Official Executive Session and called on Executive Officer Eames to lead in prayer.

Invocation

Almighty God, we pray thee to counsel us as we engage in the business of this annual session. Thou hast taught us to number our days and apply our minds unto wisdom, and we realize we are to pass through life and discharge our obligations and meet the disappointments that come to us and we must heed the tender importunities of the still small voice of God. In these days of stress and strange vicissitudes man is not safe to follow the dictates of his own mind. In order that we may study to show ourselves approved workmen that need not be ashamed we come to Thee before we legislate or deliberate. We are conscious of the brevity of our time; our days are like the shadow on the hill, now covering long leagues of landscape but soon chased away by the gleams of the brilliant sun, where-

as Thy Word declares our days are swifter than a weaver's shuttle.

We pray Thee teach us to realize that we do not come here simply to legislate for our mutual benefit, for society, for the commonwealth,—but for the home, which after all is the institution which must serve as the influence for power and righteousness—which must serve as the salt of the earth, the leaven of society,—about which are the most sacred associations and sweetest memories, and where character is either made or marred. While other institutions may serve as the high priests of civilization, it is the business and duty of the home to make character, upon which every nation must function or ultimately fail. So with this paramount thought in mind we pray Thee that through these sessions we may realize that God sits upon His throne and in spite of autocracy or even democracy God's will shall ultimately be done. Help us to realize as we strive for more freedom and liberty that there is as much danger in the abuse of liberty as in the abuse of power. Let Thy blessing rest upon every home represented in the personnel of this convention. Strangely and divinely lead everyone, from the president down. We ask in the name of Jesus Christ, our Lord and Redeemer. Amen.

Secretary Jenkins then called the roll of the officers and delegates. This showed eighty-eight in attendance.

Handsome badges were distributed in the convention, of a fob showing on a golden medal the crossed flags of the United States and Canada, the pendant of ribbon in the national colors.

Upon motion, it was decided to arrange for an official photograph of the members of the convention to be taken Thursday, July 12.

President Voll announced the appointment of:

Committee on Rules of Order

Thomas Kane, Chairman.....Branch 118
Reuben Matson.....Branch 6
William Barnard.....Branch 38

J. C. Hawkins.....Branch 22
W. L. Tomlin.....Branch 11

On motion, recess was taken to two o'clock p. m.

FIRST DAY—Afternoon Session

The convention was called to order at 2 o'clock P. M., President Voll in the chair.

The Committee on Rules and Order of Business having concluded its work, the report was read by Secretary Matson and, on motion, adopted, as follows:

Report of Committee on Rules of Order

To the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Your committee recommend the following:

1. The daily session of the convention shall be from 1 P. M. to 4:45 P. M., except on Saturday, when it shall be from 9 A. M. to 12 o'clock noon, with a half holiday in the afternoon.

2. If a delegate is called to order when speaking, he shall at the request of the Chair take his seat until the question of order is decided.

3. If two or more delegates rise to speak at the same time, the Chair shall decide which is entitled to the floor.

4. No delegate shall interrupt another in his remarks, except to raise a point of order.

5. A delegate shall not speak more than twice on the same question until all who wish to speak have had opportunity to do so and permission has been given by the convention.

6. Speeches shall be limited to five minutes, but the time of speaking may be extended by vote of the convention.

7. A motion shall not be open for discussion until it has been seconded and stated by the Chair.

8. At the request of five members, the mover of a motion shall be required to reduce it to writing.

9. When a request is pending in convention, no motion shall be in order, except to adjourn, or to refer to the previous question, or to postpone indefinitely or to postpone to a certain time, or to divide or amend, which motions shall have precedence in the order named.

10. Motion to reconsider shall not be entertained by the Chair unless it is made by a delegate who voted in the majority and the motion shall have received a majority vote.

11. Reports of committees shall be subject to amendments and substitutes from the floor of the convention the same as other motions and resolutions are.

12. Daily roll call shall be by card only.

13. Any delegate who fails to present his card within thirty minutes after the convention is called to order, shall be marked absent, but in the event of unavoidable absence, he may so report to the Secretary and be marked present.

14. It shall require at least twenty members to move the previous question.

15. The introduction of documents and resolutions shall be under the call of branches, and they shall be referred to committees without debate.

16. No motion or resolution shall be voted on until the mover or introducer has had a chance to speak if he so desires.

17. When a roll call vote has been taken and all delegates or delegations present have had opportunity to record their votes the ballot shall be declared closed.

18. A roll call ballot shall be granted at the request of twenty members.

19. When a roll call ballot has been ordered, no adjournment shall take place until the result has been announced.

20. Roberts Rules of Order shall be the guide in all matters not herein provided for.

Your committee makes the following recommendations:

21. That enough copies of the official minutes of each day's proceedings be printed, to furnish each delegate with a copy, and that distribution be made by the roll call clerks.

22. That a two-thirds vote shall be necessary in order to suspend the rules.

23. That Roberts Rules of Order shall govern all debates of this body.

24. That delegates who wish to make a correction in the minutes shall notify the Secretary in writing and shall read the correction to the convention.

25. That on all days when entertainments for the pleasure of the delegates are appointed to be held in the afternoon, the convention shall go into session at 9 A. M. and remain until 12 o'clock noon.

Order of Business

1. Roll Call of Officers and Delegates.
2. Report of Committee on Credentials.
3. Reports of Officers.
4. Reports of Regular Committees.
5. Reports of Special Committees.
6. Unfinished Business.
7. New Business.
8. Good and Welfare.
9. Election of Officers.
10. Selection of Place of 1924 Convention.
11. Adjournment.

Respectfully submitted,

THOS. KANE, Chairman, Branch 118.
W. L. TOMLIN, Branch 11.
J. C. HAWKINS, Branch 22.
WM. F. BARNARD, Branch 38.
R. MATSON, Secretary, Branch 6.

Modification of Vacation Period—Discussion

Secretary Jenkins read letters and requests relative to a modification of the summer stop, from Branches No. 128, Sapulpa, Oklahoma; No. 38, Marion, Indiana; No. 78, East St. Loius, Ill.; Charles B. Garwood, representative of the Carr-Lowry Glass Company, Baltimore, who wanted the time of the delegates to the convention counted as vacation, and the Upland Flint Bottle Company, Marion, which asked that its workmen be excused from taking vacations because of time lost in April of this year, due to fire in the factory. These requests came to the National Office and to each of them President Voll had replied that it was not within the province of the Association's Officers to set aside a conference agreement and all he could do would be to submit the appeal to the delegates when they met in convention.

A spirited discussion followed, and motion was offered by Delegate Branin that the communications be received and branches and manufacturers from whom they came notified that the conference agreement will be enforced. This was seconded. In the discussion which ensued delegates expressed their views in substance, as follows:

Acting Executive Hawkins: I believe the agreement should be enforced and I am for it, but if there is a way to modify it I think such action should be taken. It is hard to get manufacturers to agree to vacations for the men and at times you have to use force to bring this about, and when you have to force the manufacturers to give vacations and then force men to take them it brings about a peculiar situation. In my own experience I have seen where it has made trouble. The Illinois Glass Company recently asked me to furnish men to take the places of those who were going on vacations and I could not get any one to take those places. Then the firm wanted to know if they would have to close their shops. I am satisfied that if one had gone around with a paper among the men who were concerned, they would have said, "We have been loafing for a year and would like to continue at work now." Of twelve men whom I interviewed I think seven made such a statement. The firm suggested that if a man wanted to take a vacation, let him

do so, but if he doesn't, why force him? The enforcement of the rule brought about trouble on the Pacific Coast and it is a question in my mind whether it is good policy to have a law that has to be enforced before it is obeyed. I am opposed to the rule because it is a detriment to the organization. The trade is in a position now where it would be a benefit if men could work without having to take a vacation. The hand-blown manufacturers have to keep in competition with machine ware and cannot close their shops with machines going on. Provision must be made so the hand-blown and semi-automatic can continue to compete with the automatic machines. While I believe in living up to the law, I think that no law should be so rigid that it cannot be modified and if the summer stop rule is not modified it will cause dissatisfaction for the reason that when men have been idle for a part of the year they cannot afford to stop in the summer when they have a chance to work and need to do so in order to support their families. In my opinion the action of the Bellaire convention to adhere absolutely to the rule worked an injustice to a great many of our members.

Delegate Koebert: There should be a modification of the rule so that if a man is idle during a part of the year and has a chance to work between June 15 and October 15 he could be allowed to do so.

Delegate Stokes: I have worked all through the fire and want a vacation, but the Upland plant by reason of a number of misfortunes has been down and now it is ready to go to work, and if the men have to take a vacation it will mean that they will simply have to hunt work elsewhere for that time. I think those men in that factory should be considered and allowed to work by reason of the peculiar situation; any other action would work a hardship on them.

Delegate Gable: We have had the same question in Branch No. 129, Los Angeles. Where they work on the five gallon water bottles our members have requested permission to work through the summer. One factory only started on June 18 and it is not possible to fill the places of the men if they have to take vacations. To enforce that rule would work a hardship on them and on the manufacturers, especially as the demand

for the five gallon ware is very great. Orders are booked up to the middle of October and cannot be filled if the summer stop is enforced.

Delegate Dunlap spoke of the situation in East St. Louis and of the difficulty in getting men to take the places of the members who are on vacation. He suggested a modification of the rule.

Delegate Essex favored living up to the conference agreement and did not approve of a modification. He said if men worked in the summer it would simply mean they would have to lie idle in the winter and the reason why it wasn't possible to get men to take the places of those who were away on vacation was because workmen simply refused to go into the factory in the summertime.

Delegate Lumley called attention to the fact that there was a demand for five-gallon bottles to contain spring water and other bottled waters in the summer and that was about the only time when shops making that ware were busy. He said the Gaynor Glass Company where this ware was made had been fair all the way through and it seemed a hardship on employer and employe to enforce the rule. He gave an instance of one man with five children who has an opportunity to work in the summer and if he is not allowed to do so he will have to hunt a job elsewhere.

Delegate Gaffney said personally he would like to have the summer stop retained, but would be willing to have it modified on account of those on whom it would work an injustice. He called attention to the fact that a majority of men did not take four weeks' vacation, but hunted another job—perhaps in another factory. A cause of the decrease in membership in his opinion was not allowing men to work when they had a good opportunity to do so; if they could not oblige the manufacturer, then if the blow shops were given up they would not stand any chance of being taken on in the machine department. When there is a demand for men, as there seems to be now, and the places can't be filled it is a good time to make some modification in the summer stop rule.

Treasurer Halton said he was impressed with the seriousness of the question and wanted to tell the delegates that in the locality from which he came, only two hundred and seventy-five miles from here, you could see acres and acres of five-gallon water bottles piled up and waiting to be put on the market. Manufacturers simply want the men to help them open the market so they can go in and dispose of that ware. An automatic machine is at work there turning out five-gallon water bottles, six a minute, and they are piled up just like fruit jars were at Ball Brothers plant in Muncie twelve years ago.

Delegate Matson said he was in favor of enforcing the law, but when it had to be forced on members who have been idle and have an opportunity to make a little money by working in the summer, then it works an injustice. By the middle of May orders come in and men can't be found and they don't want to go in and only work until the 15th of June and then have to stop four weeks. He said some of their men had only had six weeks' work while others have worked all year, but can't make very good wages alongside of the machine, and during vacation they are obliged to hunt other jobs. He thought it would be a step forward if this convention would modify the summer stop rule.

Delegate Loder called attention to the fact that this question has been before every convention for a number of years past; during the war the summer stop was given up, but he would not be in favor of modifying it now because if it were given up the result would be that men would be idle in the winter and obliged to work in the summer.

Delegate Speake suggested that legislation might be inaugurated which would not do away with the summer stop but would grant some concessions to meet the needs of members. "I don't think Baltimore needs relief, but in some branches where the men have only recently gone to work it is hard to ask them to stop. Our laws should not be so rigid that they can't be modified in the interests of justice, and it is hard to say to a man, 'you must stop now even though you haven't worked the rest of the year.' We should not say to any individual 'no matter how much or how little you have worked

during the winter, you must stop in the summer even though it means starvation to you and your family.' That is not trades union principle. We should provide for the emergencies that arise."

Delegate Farnkopf spoke of conditions in 1910 and the criticism of President Hayes when he suggested that in other lines of business—for instance, steel making—men worked through the summer. "I believe," he said, "this is the time for us to stop, look and listen. I have had a good season, but out of twenty-six men a good many are working at different jobs during the summer stop."

President Voll: Did not a very serious question arise as to whether they would install the flow device on account of the summer stop?

Delegate Farnkopf: Yes, last April. I believe the delegates here should modify the summer stop. If a man has only worked a few days or a few weeks during the season he should be allowed to work now if he has an opportunity.

Delegate Barber expressed the opinion that in many instances the threat to install flow devices was used as a means of eliminating the vacation rule and, regardless of what action the convention took, flow devices would continue to be installed. "I don't believe any modification will stop those flows from coming in. There are two right close by me; they don't run half the time, but they will be kept in there whether I work in the summer or in the winter. The manufacturers want to avoid the necessity of having reserve stocks on hand because they don't know what conditions will be like in the future. It is true that a lot of men have been pretty hard pressed and without work, but some of the conditions that the manufacturers make render it impossible to get men in the summer. A lot of men would not stay in the factory if they could get a living wage elsewhere and men can't get redress for those conditions. I hate to see a man who only went to work in June have to give up now, but if they are machine men they will be out only two weeks."

Secretary Jenkins stated the men at Marion would have to be out four weeks.

Delegate Barber added: It seems as though the men give away everything and get nothing in return. In my opionion manufacturers hope to persuade buyers to take machine-made ware instead of hand bottles.

Delegate Greenwood favored a modification of the summer stop. "The question has been before the convention a good many years," he said, "and as the rule is at present it works a hardship on our men throughout the trade. We are not here to legislate for the manufacturer, but for our members and if we modify the summer stop it should be done with the idea that it will help our men. As it is now, the blower takes four weeks under the rule, but the man who is working alongside of him on the machine and making two or three dollars a day more takes two weeks. It is not fair to the blower."

Delegate Roeth said a majority of the blowers in Baltimore took six weeks and he was against any modification of the summer stop rule.

Delegate Hoppes said: In Marienville, Pa., where there is a small plant the men only started to work in April and have not been steadily employed and it would be a hardship if they were required to stop now. We have to protect our men there and our little factory. The manufacturer can't get men on the outside and I know he would like to work. If the summer stop is enforced it would simply mean we would have to loaf around in that little town during all that period. There is no opportunity to work on the outside and I can't see that it would do our men any good. In my opinion the rule should be modified.

Delegate Dall: Every year we are deluged with requests from manufacturers and machine men and blowers who want to work during the summer, but they don't say anything about our walking around through the winter and eating snow balls. In the last convention I was opposed to giving concessions and I am opposed today. I am vitally concerned in the letter from Baltimore which Secretary Jenkins read, and so is Brother Essex. Mr. Garwood asked me about counting my vacation while I was in the convention and I told him "nothing doing" and that I would have to take my four weeks after I came back home because that was the conference agreement. He wanted

my vacation to go from the first of July to the first of August, which would mean that when I returned I would only have a week to loaf. I didn't agree with his interpretation and suggested that he write to President Voll who made all decisions between conventions, but I felt he would likely say it was a conference agreement and would have to be submitted to the convention. In Baltimore the manufacturers don't want to make any stop, just the same as in other places and when they get ready to start they expect to blow the whistle and have the men come in. Of course a man wouldn't give up a permanent job to work in the summer, especially when he would feel quite sure that if he did work in the summer he would have nothing to do in the winter.

Delegate Kelly said he was opposed to any modification of the rule. "We used to have two months to go away on a camping trip, but now we have only two weeks and if we modify the summer stop we will be loafing all winter and working all summer. My preference now is for a two months' stop."

Delegate Lambalzer said he liked the summer stop and took it whether the manufacturer wanted him to or not, but that such individual action had nothing to do with the question here. He thought to decide it on one's own preference was selfish. When the summer stop of two months was first given there was great opposition to it and predictions were made that manufacturers and workmen alike would be ruined, but it has turned out differently and when it is known that glass will not be blown in the summer the factories work all winter. However a broad outlook should be taken and an effort put forth to take care of the interests of the men at work now and those who are to follow in the trade, and possibly a committee might be able to work out a fair solution.

President Voll suggested that the discussion indicated that this is a vital problem. "There may be rebellion," he said "unless consideration is given these requests. It is all your officers can do in some cases to keep men in line, especially those who have not had much work during the season. If it meets with your approval I suggest that this matter be left in abeyance until tomorrow afternoon. It must be evident to the delegates

from the earnestness of the discussion that this is a very serious question, some new thought may come to your mind for consideration and action, and meanwhile there may be some ideas or facts in the reports of the national officers which will give light on the subject."

On motion, it was unanimously decided to postpone further discussion and action on the requests for a modification of the summer stop until the session of Tuesday afternoon, July 10.

President Voll then announced the appointment of the following:

Roll Call Clerks

R. G. Vansant.....Branch 9
William Warren.....Branch 18
William W. Campbell.....Branch 26

Auditing Committee—Advance

Samuel Carter, Chairman.....Branch 7
Louis Colin.....Branch 105
Richard Powers.....Branch 26

Credential Committee—Advance

John Gaffney, Chairman.....Branch 81
Jacob Rohrbacher.....Branch 5
Frank Koebert.....Branch 15

Blown Ware Price List Committee—Advance

M. S. Branin, Chairman.....Branch 7
John Dall.....Branch 9
Fred Feller.....Branch 55
Joseph Jones.....Branch 18

Machine Ware Price List Committee—Advance

Walter Dunlap, Chairman.....Branch 78
Harry Hohmeyer.....Branch 1
Edgar Hann.....Branch 7
William Farnkopf.....Branch 9

Finance Committee

George W. Speake, Jr., Chairman.....Branch 9
William Morrison.....Branch 26
Michael Faust.....Branch 57
Frank Carigan.....Branch 54
Frank Lambalzer.....Branch 37

Committee on Automatic Machinery

Thomas Kane, Chairman.....Branch 118
William C. Connolly.....Branch 12
Ellis Tibbles.....Branch 3
Charles Thompson.....Branch 94
John Egan.....Branch 6
John Waldman.....Branch 7
Frank Lambalzer.....Branch 37
Leslie Warren.....Branch 18
Earl Weiss.....Branch 24
Frank Petty.....Branch 27
Lawrence Turner.....Branch 60
Wilburn S. Hyatt.....Branch 117
Albert Rihn.....Branch 76
John Figel.....Branch 133
J. S. Currie.....Branch 75
John Nogar, Jr.....Branch 112

Committee on Organization

Isaac Corson, Chairman.....Branch 7
W. L. Tomlin.....Branch 11
John Bolt.....Branch 19
John Butz.....Branch 9
A. T. Lentz.....Branch 34

Committee on Union Label

Hugh Greenwood, Chairman.....Branch 70
Arlie Snowden.....Branch 98
B. J. Napolski.....Branch 34
Milton Roeth.....Branch 9
Walter Wallace.....Branch 7

Committee on Good and Welfare

Frank Pennypacker, Chairman.....Branch 10
William Gable.....Branch 129
John Nogar, Jr.....Branch 112
William Loder.....Branch 7
James W. Cronin.....Branch 17
John McFadden.....Branch 44

Committee on Sister Organizations

Walter Gallaher, Chairman.....Branch 7
Joseph Jones.....Branch 18
W. S. Dixon.....Branch 9
Albert Betzner.....Branch 66
John Woods.....Branch 40

Stopper Grinders' Committee

Walter Wallace, Chairman.....Branch 7
W. S. Dixon.....Branch 9
John Gaffney.....Branch 81

Law Committee

Samuel Lumley, Chairman.....Branch 6
Jacob Rohrbacher.....Branch 5
Theodore Gundlach.....Branch 60
Charles Thompson.....Branch 94
Richard Powers.....Branch 26
Walter Hoppes.....Branch 36

Committee on Appeals and Grievances

Walter G. Barber, Chairman.....Branch 7
Frank Carter.....Branch 120
Louis Peters.....Branch 15
Clarence Essex.....Branch 9
William Beatty.....Branch 6
Charles F. Stokes.....Branch 38

Committee on Political Protest and Injunctions

J. C. Hawkins, Chairman.....Branch 22
William D. Kelly.....Branch 92
Robert Pearson.....Branch 34
Charles Gessler.....Branch 38
Harry Ewan.....Branch 7
Ernest Bell.....Branch 9
Harry J. Kinney.....Branch 105
J. S. Currie.....Branch 75
James Gahan.....Branch 35

Vice-President Maloney, in taking the chair at the request of President Voll, said: As I listened to the discussion on the summer stop my mind went back to six or seven years ago and I notice a change in the manner of speaking. At that time there was some bitterness, which is absent today; but I do feel that there is no body of men in this country on whom the iron hand of fate in the shape of automatic machinery has borne down harder than our people. I say it is a tragedy, and I am not altogether inclined to agree with those who say this machine age is ultra civilization.

I know it is very warm in this hall, my friends, but I trust you will give close attention to President Voll. I am satisfied his report will be up to the high standard he has set since he has been chief executive of the Glass Bottle Blowers' Association.

President's Report

President Voll then made his annual report. This was very able and interesting, replete with valuable detail and rich in

suggestion. He reviewed the progress of the Association throughout the year and drew comparisons with that period and years gone by, showing the great progress that has been made. He pointed out the enormous advantage of the Association to its members during all that time in keeping up wages, maintaining reasonable hours and working conditions and helping bring about economic liberty.

Among many interesting facts of which he spoke was that the International Labor Bureau which was created by the Treaty of Versailles will take up the subject of hours of work in the glass industry throughout the world, and especially one day's rest in seven, in its autumn meeting in Geneva. He had sent the Bureau copies of trade and wage agreements, The Bottle Maker, and much data.

In reviewing the trade, he mentioned that the highest exports of glass containers came about in 1920, when they amounted to the great sum of $9,595, 543. At that time very little glass was being made in Europe, due to the war. In 1922 this dropped to $2,359,546, but the product went to fifty-five different countries, showing a widening market.

He predicted that the time would come not many years hence when workmen in the glass industry would be as much interested in its progress and the sale of its product as employers are, and enunciated as a goal to which labor is approaching part ownership everywhere in the tools of production so that labor may realize the full fruits of its work, it having already shown that it has brain of a high quality and the right to share in the commercial emoluments gained through the use of machinery. These would mean increased wages, better living conditions, larger opportunity for education. Participation in ownership and profits is no more than fair, when it is realized that it is not unusual for a single operator today to produce as much as five hundred men did a hundred years ago, or as fifty men did ten years ago—as has been demonstrated over and again in the glass bottle industry. Trade unionism is increasing; there are now 44,136,355 members of trade unions.

Referring to the significance of the recent national election, when the farmer and labor vote were in harmony, President

Voll declared: All power is inherent in the people and they are becoming conscious of it and their great service to the country is to learn to use it wisely.

His report was listened to with close interest throughout, and enthusiastically applauded. On its conclusion Vice-President Maloney said it could only have been written by a man who had a wide vision of the entire social, economic and political field and whose mind was richly stored with interesting and special knowledge, not only of his own craft, but of universal industry.

On motion the President's Report was received by the convention and directed to be referred to a committee. Vice-President Maloney immediately appointed the following:

Committee on President Voll's Report

Harry Miles, Chairman.....Branch 20
James McLaughlin.....Branch 102
Ralph Tozour.....Branch 110
Charles A. Lippert.....Branch 95
Louis Colin.....Branch 105

On motion and pursuant to the rules, the convention adjourned to 1 o'clock P. M., Tuesday, July 10.

Note: The complete report of the President follows these minutes.

Vice President James Maloney made his annual report in the session of Tuesday, July 10, and is noted in those minutes, but for convenient reference it follows the report of President Voll.

Secretary Jenkins and Treasurer Halton likewise made their respective annual reports in the same session, and they follow in regular order.

ANNUAL REPORT OF NATIONAL PRESIDENT JOHN A. VOLL

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greeting: Once again the cycle of time has made its revolution and in accordance with our law and custom we are assembled to take inventory of our position, our condition, and to grapple with the problems that so directly affect our everyday life for weal or woe. Looking back over what has transpired during the past year and measuring differences in progress and reaction as they affected our Association, the industry of which we are a part, and our standards of life and living with those of previous years, we feel safe in saying that the past year has at least measured up to the average.

When we take into consideration the eighteen months previous to the beginning of this season last September and what still confronted the Association and the country at the time the final wage conference met, we feel that a retrospect of the past will bring to our notice the fact that the position of the Association in the industrial field and that of the individual member in employment was bettered and strengthened, in spite of the adverse conditions that confronted us at the beginning of the season and in spite of the increased introduction of the automatic methods of production.

Contrasted with the days of no machinery for making bottles or only such machinery as required high skill and was not so prolific in production as the modern automatic, the view expressed here would be open to challenge. Contrasted however with invention and evolution up to the present time and the modern economic and political problems with which we are in grasp for sane, sound progress toward solution, our present po-

sition and strength are indeed remarkable. This is due to the knowledge of and the extraordinary training in the principles of trade unionism of our membership and the voluntary discipline that as trade unionists they have learned to exercise.

Leadership can but intensely and thoroughly study the problems with which the Association has to contend, and point the way. The individual member in collective mass action or readiness for mass action produces the power that permits leadership to execute and thus protect the individual in his political and economic rights in accordance with the right exercise of power through collective action.

In connection with the foregoing, when we look over the world today and note the unrest, strife and turmoil therein and the insidious undermining of Christianity—the true foundation of liberty and the rights of man and upon which civilization depends for progress—we should resolve individually and collectively that no sacrifice is too great to make to strengthen and perpetuate our own and other organizations, founded and built upon Christian principles and functioning in the interest of a broader and more stable liberty for all mankind. For, unless we are true to ourselves, to our country and to God and give the best there is in us to retain rational government based upon the will of the people, we may awake some time to find that what political and economic liberty we have thus far attained in our civilization has been taken away or suppressed.

With this condensed and brief outline of the aspect of things as they confront us, I pass on to a review of the stewardship with which you have entrusted me.

Blown Ware and Machine Conference

At the final wage conference which convened at Atlantic City Thursday, August 3, and ended Monday evening, August 7, as you were notified through circular and minutes of the conference, an agreement was reached which retained for the blown ware and machine departments the wage scale and working rules that had been in force and operation during the season of 1921-22. The conference was stubbornly contested owing to the deter-

mined position of both sides, the employers standing for a 20 per cent reduction in wages and the workers for a continuation of the 1921-22 scale, which finally prevailed, but only after the following protest was submitted by the manufacturers and inserted in the minutes and under the working rules in the price-lists:

"Atlantic City, N. J.,
"Monday, August 7, 1922.

"We, the Executive Committee of the National Bottle Manufacturers, protest strongly the present list, which makes it impossible for the hand-blown and semi-automatic factories to operate their plants successfully under the present market conditions. We feel, therefore, that we cannot enter into a final agreement on the present wage scale.

"If the market conditions remain as they are, or grow worse, it may be necessary to accept your suggestion for another conference."

None of the manufacturers' requests, of which there were a number, as you will note by consulting the May Conference Minutes, were agreed to with the exception of consolidation of the Cologne and Toilet Brackets, which was mutually agreed to by both sides in convention assembled and merely ratified by the conference. None of our recommendations were agreed to excepting the change requested in Section 23 of tank and covered pot lists to make the hours 72 instead of one week, thereby making all lists uniform in this respect.

In the listing of bottles we lost five, agreed on four, and won four. Several bottles were referred back to firms and branches for settlement.

Stopper Grinding

Immediately after the adjournment of the blown ware and machine conference one was held between the stopper grinders and their employers. No change was made in the rules or wage list, they remaining the same as 1921-22.

Several bottles that were presented by the workmen were referred back to firms and branches for adjustment. Also the rule which had been advocated by the workmen relative to pre-

vention of pooling was referred back to branches and firms for adjustment.

Your conferees labored hard and diligently to bring about these agreements, which under the conditions, was rather a difficult matter to do. We sincerely trust our work will meet with your approval.

Flow and Feed Conference

At the Flow and Feed Conference, which convened at Atlantic City, Thursday, August 10, an agreement for a wage of 60 cents per hour was finally reached. It will be noted that the agreement is 6 cents less per hour than the old agreement of 1920-21, but that it is 20 per cent higher than the manufacturers offered at the final wage conference in 1921, the offer of which was an ultimatum and resulted in a break and no agreement. A number of firms throughout the country had been paying only 50 cents an hour, in addition to which they refused to recognize the jurisdiction of the Association, which was a great handicap to further progress in placing our members on these devices and a serious danger that other manufacturers would follow in their lead and thus, without agreement, operate as they pleased relative to wages and working conditions. This anticipation on the part of officers was fully realized when only three manufacturers responded to the call of the chairman of the Feed and Flow Conference to be present to participate in a wage discussion.

We feel that the securing of this agreement will help to stabilize this part of the industry and make for a progressive betterment as time goes on. In fact, it has laid a foundation upon which the Association can build and which was missing during the previous year, owing to no agreement.

Conference With the American Bottle Company, Operating Owens Automatic Machines

Held in the La Salle Hotel, Chicago, Ill., August 23, 1922.

Present at this conference, representing The American Bottle Company, were: T. W. Rowe, general manager, Toledo, Ohio;

D. A. Tassick, superintendent, Streator, Ill.; J. A. Warthen, superintendent, Newark, Ohio.

Representing the Glass Bottle Blowers' Association were: John A. Voll, President, and James Maloney, Vice-President, Philadelphia, Pa.; Fred Schimmel, Newark, Ohio; Ellis Tibbles, Streator, Ill.

An agreement was reached to continue the wage scale and working rules of 1921-22. During the discussion that took place your conferees requested the return of jurisdiction over mould changers and packers or assorters, which had been taken from us at a previous conference. No encouragement was received so far as the request related to the packers, but assurance was given that return of jurisdiction over mould changers would be taken up with Mr. Crane, the acting head of The American Bottle Company, for consideration and decision. I am pleased to inform that the decision was favorable and the mould changers employed at the plants of the company located at Streator and Newark are again active members of Branches 3 and 24. The representatives of the company also agreed that in the event there would be brought about a modification of the Volstead Act they would meet your conferees in mid-season for the purpose of taking up for consideration an increase in wages. This did not materialize, however, owing to no modification of the Act.

Packer Conferences

At a few places, especially where the packers were merged with branches composed of blowers and semi-automatic machine workers, agreements were obtained for the season of 1922-23. Two packer organizations, one a separate branch, the other merged with blowers and semi-automatic machine operators, have been annulled owing to their refusal to abide by the laws and rules of the Association and to live up to their obligations; these were Branch 45 at San Francisco and the packer members of Branch 95 at Tarentum, Pa.

Factory Help at Millville

In accordance with what seemed to have been an understanding among many of the employers in our industry not to confer

with any other help than that of blowers, semi-automatic machine workers and stopper grinders, we were refused a conference for our members comprising Branch No. 11 of the Glass Factory Help. We were informed, however, that there would be no reduction in wages and that the firms at Millville would pay the 1921-22 scale, which in itself was satisfactory. Through the help and co-operation of Executive Officer Eames and the committee of Branch 11, we did our utmost to obtain a conference, but to no avail. The refusal was based largely upon the indifference of many of the members of the Branch regarding organization and complaints to the management relative to the paying of assessments, some of which were true.

Much could be said of the selfishness and ingratitude of a great many of our former packer and factory help members who, after extracting all the substance possible from a great benefactor and then learning that for the time being no greater substance was possible, deliberately withheld any help or support to that which made it possible for them to obtain the best wage that the industry of which they are a part could pay, at least for the time being, and secure for them liberty of action and recognition of rights that comparatively few wage earners in our country or throughout the world possess or enjoy. On the other hand, however, there are many of these workers who do realize what thorough organization has done for them and particularly is this true of the packers at Baltimore and the factory help at Millville. These two Branches, regardless of the refusal of the firms who employed them to meet in conference and agree upon a wage scale and working rules, held their branches intact and those loyal members with vision and understanding regularly paid their dues and trade assessments. This loyalty and action is a demonstration of true trade unionism that shines out as a beacon light for all those who are irresolute and floundering relative to the right course to pursue, and is an example that should be copied and patterned after by all who have the welfare of themselves, their families and their fellowmen at heart.

Executive Officers Robert Vansant and Thomas B. Eames gave unstinted time and attention to uphold and foster these respective branches at Baltimore and Millville. They had the help and co-operation of Branches 9 and 7, and I take this opportunity

to commend all those who showed their loyalty and all those who by help and advice encouraged their action.

Automatic Machinery

During the year jurisdiction was secured over automatic methods of production at Rochester, N. Y.; Sheffield, Pa.; Glenshaw, Pa.; Reading, Ohio; Marion, Indiana; Lapel, Indiana, and Toledo, Ohio.

The following have so far refused jurisdiction: The Obear-Nester Glass Company, East St. Louis, Ill.; the Root Glass Company, Terre Haute, Ind.; the Fairmount Glass Co., Indianapolis, Ind.; the Winslow Glass Company, Columbus, Ohio; the Hazel-Atlas Glass Co., Zanesville, Ohio; the Whitall Tatum Glass Company, Millville, N. J. All these plants, however, are paying the scale and living up to the rules, and most of them are employing none but our members.

The plants at Mount Vernon, Ohio, and Dunkirk, Ind., are not as yet paying the scale; neither are Turner Brothers in their plants located at Winchester and Terre Haute, Ind., which were lost to us when we failed to reach an agreement at the conference in August, 1921. I may add here that regardless of the minimum wage having been fixed at 60 cents an hour in compliance with our request made at the Final Conference, most manufacturers who remained under our jurisdiction during the time there was no agreement to bind them have continued to pay 66 cents per hour. This is greatly to their credit and an evidence of their faith to deal fairly by their workmen and by the Association.

The most aggravating phase of this change which is taking place in the industry is the refusal of men to enter into agreement with us, who know the personnel of this Association and have dealt with it for years. In fact, most of them have and are serving on the conference committee—men whose relations have always apparently been of the friendliest character. It is this assumed attitude and position by such men that sorely tries one's patience and shakes faith in humankind, though we are not discouraged, for presumably there is a brighter sky behind the

cloud of their refusal. This only bears out the fact that the wage earner cannot be too trustful and that his only safeguard lies in complete and thorough organization.

New matter that came to our notice relative to automatic production since we last met, was the suit of the Hartford-Fairmount Company against the Schram Glass Company for infringement of patent, or what is called the gob process of dropping glass into a mould. The suit was decided in favor of the Schram Glass Company and is far-reaching in effect. In fact it is very doubtful if any of the flow and feed methods in use today can be successfully enjoined. This of course gives life to the small producer and makes complete monopoly a little more difficult. Since this decision we sincerely doubt if the Owens Company will press its suits for infringement which it brought against a number of manufacturers and are now pending.

A new five-million dollar company has been formed, known as the Hartford-Empire Machine Company, composed of the Hartford-Fairmount Company of Hartford, Conn.; the Corning Glass Company, Corning, N. Y., and, according to reports, the Illinois Glass Company of Alton, Illinois. The company is to be licensing company for the Hartford-Fairmount Feed and the Howard Flow, over which it has secured control. It is possible that the court's decision in the Schram case may have a deterring effect upon the activities of this new company.

The Hartford Empire Company have put out a single feeder supplementing the Hartford Multiple feeder. It has been installed at the J. T. and A. Hamilton Company plant at Pittsburgh. It is reported that it is quite an improvement and is working successfully. In connection with this machine this same company installed a fireless lehr. This lehr requires no heat for the tempering of the ware other than the heat of the bottles, which they give off after being taken from the mould and placed in the lehr. In other words, it operates along the lines of the fireless cooker—and successfully, according to our information. It is claimed that the Owens Company have a new fifteen-arm machine with a double mould on the end of each arm so constructed that three bottles are blown at one time in each mould. Whether

it is successful in operation or is now operating, we cannot say, owing to lack of authentic information.

The automatic method of production has so revolutionized the glass bottle industry and our membership is so thoroughly familiar with its installation and operation, that to continue to give information other than that which has come to light during the past season and which further affects the industry, our Association, and the individual member, we believe is superfluous and serves no further purpose of enlightenment or helpfulness, hence the omission of the report of the Owens Bottle Machine Company, Toledo, Ohio, from this report. This company however as well as the Hazel-Atlas Company, Washington, Pa., showed a substantial net profit for the year ending December 31, 1922. The Thatcher Baldwin Company redeemed outstanding 7 per cent bonds as of October 1, 1922, the same being convertible into common stock of no par value or liquidated through cash payment, which is evidence of this company's prosperity. There is no doubt that other companies operated by the automatic method, such as the Illinois Glass Company and Ball Brothers, are equally as prosperous. This also applies in most instances to those who operate with this method in a smaller capacity.

This is set forth to bring to your attention and the attention of the people of our country generally that the wage earners, giving their time and labor to this method of production, are not receiving their share commensurate with the saving in cost through simplified methods of production. Failure to receive just compensation in most part is due to the economic power which the employers using these methods possess, and the influence which through this power they exercise, only a very small part being due to the fear of competition, which is a bugaboo that as a rule is resorted to by employers when they do not want to deal fairly with labor, and which they advertise in case of pressure from labor, for the purpose of misleading and prejudicing the public mind. The facts are that labor in the glass bottle industry receives thirty cents from each dollar of product—and if the highly skilled portion of the industry's production should be eliminated or specially classed it would be found that labor's

share was considerably less than 30 cents of each dollar of product.

The old assertion that the labor cost of producing a commodity was from 80 to 90 cents is a fallacy pure and simple. There was a time when everything was made by hand and without steam power that the labor cost probably ran to this proportion. But modern machinery long ago changed that completely, though the wage earner was not fully aware of it until within the recent past. The total labor cost in the production of nearly all commodities in our country is usually less than one-half the total cost of the product. This is best illustrated in the boot and shoe industry, where investigation has brought near accurate costs. Labor in this industry receives about 27 per cent of the factory selling price. To this is added 10 per cent for tanning the leather and other small additions for the wages in the fuel and other accessories, making the total from the hide on the steer's back to the finished shoe less than 50 per cent of the factory selling price.

We are finding no fault with automatic machinery, but we are finding fault with the distribution of the wealth which it produces and some of the methods under which it operates. Without automatic and other machinery the standards the laborer has attained today would be impossible. In fact his status would be little better, if any, than the thousands of millions of human beings who as slaves and serfs suffered in life and then passed to the great unknown beyond.

American labor in every industry while contending for its rightful share of what it produces is always met with a comparison of wages paid in foreign countries in the same industry, yet we find as far back as 1883 Charles S. Hill, statistician of the Department of State, reported to the Tariff Commission of that time that our manufactures in this country amounted to $8,000,000,000 made by 5,250,000 workmen, while England's manufactures were $4,000,000,000 made by 5,140,000 workmen. In other words, the American workman produced another time as much as his English brother. In 1889 English nail-makers got 37 cents per day and an American $4.50, but the cost of labor per pound of nails was 3 cents in England and one-half cent in the United

States. Today a young woman in our country runs twenty-five to thirty looms, weaving 4,500 yards of cheap cottons per week, such as print cloths and coarser fabrics, for which she is paid $14 in the North and $12 in the South. She gets these wages not because she is in the United States but because her labor is cheaper than any in the world, for in India where there are well-equipped cotton mills with cotton growing at their doors, the pay on an average is $1.25 a week. Yet India sends to the United States for denims and drills. Another fact is that the American girl worker runs nearly twice as many looms as her English sister.

These illustrations and facts are brought to your attention for the purpose of helping to arouse our membership and labor in general to such effort as will obtain for them the rightful wage and working conditions to which they are entitled under automatic production. The wealth produced through substituting machine power for man power must in some way and in some manner be made to accrue largely to the benefit of the masses —in higher standards of living, shorter hours of labor, universal and higher education, more ease and leisure with greater and broader liberty, for it is not an unusual thing for a single operator today to produce as much as 500 men produced 100 years ago or 50 men ten years ago, in proof of which it is not necessary to go further than the glass bottle industry.

What can and what shall we do, individually and collectively, to obtain and put into practice what is herein briefly set forth, is to make sacrifice, no matter what the cost in the promotion of organization.

Standing of the Organization

Three new Branches were organized the past year: Branches No. 40, Poteau, Oklahoma; No. 86, Fort Smith, Arkansas, and No. 111, Three Rivers, Texas. These were all organized early in November, 1922. The plant at Tampa, Florida, has under construction one six-ring tank in which the company expects to have fire by the middle of July.

Branches Lapsed

Branch No. 45, composed of Packers at San Francisco, and No. 104 of National City, California, were the only ones noted as having lapsed. In the case of the latter the company removed to Refugio, Texas, and expected to start in the early part of last Spring, but due to lack of funds has never made a start.

Branch No. 31, Spring City, Pa., was merged with Branch No. 10, Royersford, Pa., and Branch No. 80, Baltimore, merged with Branch No. 9 of the same city.

Non-Unionism

We informed under this caption a year ago that non-unionism had again found a place in competition with the skilled workers of the Association at Loogootee, Indiana; that while it was not large in proportion yet it had found fertile soil, and our duty was to watch and care for it in the same way and manner as if it were a formidable factor in its effect upon our wages and working conditions. This was done, with the result that non-unionism is no more at Loogootee. Vice-President Maloney and Executive Officer Roberts gave it their attention in its inception. The latter named officer looked after the winding up of an effort which, had it succeeded, would have been a formidable handicap in our movement onward and upward. The plant is closed down without much likelihood of again resuming operations. However should it again operate it will be under the jurisdiction of the Association, as the men who deserted the Association to start the plant met with an experience they will not soon forget.

In addition to removing this obstacle the non-union plant at Poteau, Oklahoma, was unionized by Executive Officer Connolly and it is now operating under our jurisdiction. This plant had been an eye-sore for years and its removal further takes away whatever little menace of non-unionism to our skilled departments there was left.

These achievements are I am sure matters of satisfaction and congratulation to the entire trade.

Summary

The questionnaire sent to Branches asking for information relative to stocks, machines, feed and flow devices, etc., was responded to by all Branches with the exception of Nos. 44, 94 and 95. Owing to many of the reports not being completely filled out, however, what is herein set forth can only be taken as an approximate of the different units reported upon.

Thirteen places report stocks somewhat heavy, both blown and machine ware; twenty-one report light stocks and twenty-three normal, which shows a tendency of stocks to be lighter than last year.

The number of semi-automatic machines reported are as follows:

Two-man Wide Mouth machines, 18; Two-man Narrow Mouth machines, 18; One-man Narrow Mouth machines, 70; One-man Wide Mouth machines, 24. Making a total of 130 machines.

The report shows that 159 blowers were displaced to make room for machines, ninety-four of whom were given opportunity to work on the machines.

There are reported twelve hundred blowers at work making an average of $6.54 per day while employed. The distinction "while employed" is made to prevent confusion through making clear that the figures here quoted should not be taken as an average daily wage for the year as in the case of a stipulated salary. Seven hundred machine men are reported making an average wage of $7.21 per day and 106 stopper grinders at an average wage of $6.40 per day, and 78 packers at an average wage of $4.42.

The reports further show that there are 188 Feed and Flow devices, divided as follows:

Hartford-Fairmount	34	Whitall Tatum	2
Howard	36	Federal	14
Miller	30	Lynch	2
O'Neill	14	Humphrey-Miller	13
Reeves	5	Hazel-Atlas	1
Rau	5	Graham	10
(Alton Park, gives no name)	2		

Branch 22, San Francisco, reports 20, divided between the Hartford-Fairmount and the Howard.

The production is so varied on the different types herein mentioned that it is impossible to strike an average. Four hundred of our members are reported as operating these methods.

Reorganization

This subject is the most vital that now confronts our Association and with which you as representatives of the membership at large must deal, for regardless of the fact that your officers are securing jurisdiction over the flow and feed methods of production as they are being installed, cold figures show that with each installation there is a displacement of workmen resulting later on in a reduction in membership of the Association. Secretary Jenkins's report will show a membership of 4,781, which, compared with our peak membership, looks rather alarming; but when compared with the membership even after amalgamation had taken place in 1901, which was then about 5,000, and the membership in 1892 when it was 2,500, the present figures do not look so alarming, nor are the problems confronting us as complex and seemingly hopeless as they appeared when machinery, semi-automatic and automatic, first made its appearance.

Those who have followed the trend of events in our trade will readily recognize that the first perceptible showing of a loss in membership was made manifest about 1907 and that there has been a gradual loss ever since—rapid for a time between 1909 and 1914, when it slowly slackened, until within the past two years, when the installation of the flow and feed methods of production and the Volstead Act again accelerated the loss to some extent. There is nothing in this loss, however, to become alarmed or panicky about, symptoms of which have shown among a few of our members, but very few, and which probably is only natural especially if they do not take time to patiently analyze and consider the changes that have occurred and are still taking place in the industry and make deductions accordingly. The remarkable and, I may add, marvelous part of the revolutionary change is that the loss in membership was not greater. In 1912

one of our members in a magazine article predicted that 1915 would see the passing of the bottle blower. That thought emanated from a panicky frame of mind brought on through lack of keen foresight, thus preventing a fair analysis and the exercise of sound judgment.

We have seen 1915 come and go and the bottle blower is still here and will remain so long as glass is made into containers for use. To say or predict otherwise would be to disregard what history in the revolutionizing of industries shows and to disbelieve the evidence of our eyesight. It is true that the skilled worker will not be as numerous as formerly, but measured by the increase in volume of the container product in the past twenty years, it is my firm conviction that it will be both expedient for the industry and profitable to the employer to retain such numbers of skilled workers that waste can be largely eliminated and efficiency be maintained in a plant. Nor is it stretching the imagination to say that the time will more than likely come when some of the big automatic interests who are not now in agreement with us will employ some of our highly skilled members. In fact this is being done now. The point however is that it may at any time be increased. What may tend to bring this about and will retain highly skilled workers in other plants is that, as stated in another article, there is now not the danger of complete monopoly as there was previous to the court's decision in favor of the Schram Bottle Company.

Moreover, the government just recently filed suit against the Illinois Glass Company for attempting to monopolize the glass bottle industry through buying out its competitors. Regardless of whether the company is found guilty or not there is a restraining influence in the action of the government that must be taken into consideration in the future. Then as companies grow extra large and tend toward monopoly and are operating plants that are scattered, their efficiency lessens as compared with the single plant, and thus gradually through thrift and good management the small competitor reaches an equal basis and sometimes one that gives him an advantage over the big competitor—as we now see in the operation of the meat trust since unfair advantages were taken from it.

It is likely that the membership will be somewhat further reduced in numbers before it reaches its lowest basis and may remain at its low basis for a period of time. However one thing is certain—that the perpetuation of the Glass Bottle Blowers' Association is assured. First, owing to the skilled workers that will always be retained in the industry. Second, because of having readily and co-operatively adapted itself to the changes that have taken place through the introduction of machinery—what, in the face of things must naturally follow and what would or will eventually come about, even though the Glass Bottle Blowers' Association had never been heard of—the workmen in the industry will organize or be organized. This may happen at any time or come about when least expected.

The question may be asked, What is this assertion based upon? Look out over the world today and note the revolutionary changes going on within it. Mark the trend toward organization in plants in our own country by those who are bitterly opposed to it, accepting as a first principle the company union, which even in its weakness would not have been considered a few years ago, much less tolerated. Grasp the position of the three dominant religious bodies in the open-shop drive and their scathing criticism on the report of Judge Gary retaining the twelve-hour day in the steel industry. Note the fact that there are 44,136,355 members of trade unions throughout the world, and that the latest statistics show a growth in spite of economic depression since the war—a feature of which is that Germany, despot-ridden Germany before the war, heads all other nations, with a trade union membership of 12,595,947, and Czecho-Slovakia, one of the smallest nations, has a membership of 2,000,000.

In addition to these things, note the change in the attitude of governments the world over toward the workers—not because there is any great change of heart on the part of those who hold wealth and control government, but because there is a determined aspiration taking hold of the people—the aspiration for true liberty and real justice. All power is inherent in the people, but only within the last century are they becoming cognizant of their power and manifesting an exercise of it.

In connection with this, what has brought the people up to their present standard? The signing of Magna Charta on the battle-field of Runnymede in 1269—the first charter of liberty ever wrung from the ruling class; the Declaration of Independence in 1776; the establishment of the United States Government in 1787 with the adoption of the Constitution by the different colonies; the trade union movement and the introduction of machinery into industry and especially the types—automatic and semi-automatic. To defend our present standards organization is just as necessary as it was when the laborer had no recognized right in government, when he was merely a thing, classed in the same category as the beast of burden. Organization is vital at this time because it is certain that the world is either passing through to another form of government than that of the present capitalistic form or changing to conform either to the will and wishes of the masses in a democracy or to a return of dictatorship under an autocracy.

Two schools of thought that uphold dictatorship are now striving for mastery throughout the world. One is the supposed dictatorship of the masses in Russia and the other the dictatorship of wealth for the middle class, as represented by Mussolini in Italy, who for the time being has fooled the youth of that country to submerge the constitutional liberty which has been so dearly won throughout the world. Between these two schools is the great mass of people of all countries who want to raise their standards and broaden their liberty through evolutionary methods based upon understanding and agreement. At the forefront of these as the most militant body is the trade union movement, and co-operating with it for the time being is the greater portion of membership of the three major religious bodies, Protestant, Catholic and Jew.

Hence, if we but analyze the situation throughout the world and especially that of the wage earners, we can come to no other conclusion than that organization is more necessary today among wage earners, to favorably mould the change in the system of government that is gradually taking place in our country and throughout the world, than even bargaining for wages and working conditions, which of course are most vital to our every day life.

Our resolution therefore should be that no matter what may transpire or what sacrifice is necessary to make, this Association commits itself to never cease effort until the glass bottle industry is organized in its entirety, under its jurisdiction. We owe this to ourselves, we owe it to our children and our children's children, for unless labor is organized strong enough to cope with the power of wealth, it will receive little or no benefit from any change in the system of government. In fact the inspirational phrase, "Eternal Vigilance Is the Watchword of Liberty," is as applicable today as the day it was uttered by Patrick Henry in the legislative halls of the Colony of Virginia.

The past two years for more reasons than one have not been propitious for carrying on this work: However some effort has been made from which results have been obtained.

Standard Capacity

While your officers were not called upon to go before any legislative bodies on the matter of standard capacity during the season now coming to a close, they have noted the effort being made by the Bureau of Standards to standardize milk bottles, which it is hoped by some interests will finally apply to all bottles. Standardizing the milk bottle, in the matter of uniform requirement in filling throughout the country, would no doubt be greatly helpful to all concerned who manufacture bottles and use this commodity. But to carry it so far as to destroy initiative and individuality, through which life is largely taken out of manufacture and the artistic eliminated, would be to deaden the industry and dampen the initiative of salesmanship through which markets for the commodity are broadened and progress made. Those who favor complete standardization do not seem to realize that monotony will stop progress even in the sale of a commodity that is an absolute necessity and if resorted to would finally be detrimental to their own interests.

We shall continue our watchfulness over the subject of standard capacity, in the interest of the industry and the men and women employed therein.

Preliminary Wage Conference

At the Preliminary Wage Conference held at Atlantic City, N. J., May 1 to 4 inclusive, the manufacturers presented the following requests:

April 30, 1923.

"To the President and Executive Committee of the
Glass Bottle Blowers Association,

"Gentlemen:

"Last year we asked you to give us as great a wage reduction as possible in the Hand-Blown and Semi-Automatic Departments to help preserve these branches of our industry. At that time we prophesied that unless this relief was granted, the hand manufacturers would be forced to either go out of business or adopt one of the many successful automatic forms of manufacture. Both of these prophesies have become true. To prove these facts we have gathered the following statistics on the growth of full automatic operation and the corresponding decline in hand and semi-automatic:

	1919-1920.	1922-1923
Hand-Blown	14.40%	9.00%
Semi-Automatic	23.10	12.10
Full-Automatic	62.50	78.90
	100.00%	100.00%

These figures are based on capacity and not on production, which would show a still greater increase in favor of the automatic growth.

"These figures should be startling enough to make you realize that unless a material wage reduction is granted this year you will find that nearly all production will be converted into the full automatic method, and we trust you will present these facts so strongly before your convention that your Association will realize the necessity of a real general wage reduction.

"Furthermore, we consider the following specific requests necessary for the successful operation of our plants:

"1. That wages on sample extracts be materially reduced. This request is based on the fact that many orders have been lost to the automatic machines this year which might have been held had the hand-blown cost been less.

"2. That the Wide-Mouth List be abolished. The automatic interests make no distinction in selling price between narrow mouth and wide

mouth and the hand operators are greatly handicapped in paying a premium for the manufacture of wide-mouth ware. Moreover, the lists are absolutely inconsistent; in some cases there is only one cent difference between narrow-mouth and wide-mouth, while in others as great a difference as eight cents.

"3. That sterilizers be made on the same list as prescriptions. The selling price of sterilizers is as low if not lower than prescriptions, the production equally as good and the extra wage makes a great selling handicap to the hand operators.

"4. That the extra wages on screw finished ware be abolished. The automatic interests make no difference in selling prices on screw finished ware and again the hand operator is at a great disadvantage in selling.

"5. That there be a modification of the price to be paid for extra weights. Here again the automatic interests give wide variations in weights without any difference in selling price, and the hand operators should be put on a more nearly competitive basis.

"6. That side-lever operators be allowed to heat up their moulds so they will be in condition to work at starting time. This request is to enable the operator to work his full eight hours and not lose the production of the first five or ten minutes in getting moulds in working condition.

"7. That Angostura Bitters be rated under the Brandy Bracket.

"8. That there be a reduction in the list price on quart milks.

"9. That the compulsory summer vacation be abolished and the matter of vacation be left to the employer and employee for adjustment.

"10. That apprentices be granted this year. The manufacturers have never abused this rule, but as at present there are certain localities where apprentices are necessary, they should be granted.

"11. That the Saturday half holiday be abolished.

"NATIONAL BOTTLE MANUFACTURERS' ASSOCIATION.
"GEORGE W. YOST, *President,*
"W. B. SWINDELL, JR., *Secretary.*"

The manufacturers were fully represented for the first time in several conferences. A brief synopsis of their expressions and the expressions of your conferees is contained in the Minutes of the Conference, which no doubt you have all read, thus making it unnecessary to dwell further on the matters at issue at this time and especially since the paper will be reported to the convention by the List Committee, at which time there can be free and full expression given to the subject.

Trade Journal

The cost of issue of The Bottle Maker for thirteen months beginning April, 1922, and ending with April, 1923, for printing it, printing mailing list, postage, International News Service, and everything in connection with its issuance, was $6,308.38, an average per month of $485.26, as compared with an average cost last season of $555.16.

It has been our endeavor to make this journal worthy of the best traditions of the Association. How well we have succeeded is for you, the representatives of the membership at large, to say.

Internal Affairs

Quite a number of matters important to the well being and progress of the Association came to our attention during the year in the form of internal problems that compelled us at times to speak emphatically and to write critically, chief among which was the paying of assessments, at three or four places, on the new methods of production. Realizing what the action of some few thoughtless members would lead to if the matter was not brought to the attention of the general membership immediately, and to the convention for consideration, we sent a circular to the trade under date of March 14, 1923, which I am embodying in this report, as follows:

"Philadelphia, Pa., March 14, 1923.

"To the Officers and Members of the Glass Bottle Blowers' Association of the United States and Canada.

"Greeting

"It has been brought to our attention that some members of the Association feel they are exempt from paying trade assessments or are not obligated to pay them when operating automatic machinery in a plant that is not in agreement with the Association for jurisdiction. No member has ever been granted the privilege of working in the industry without paying trade assessments and all are obliged to pay; otherwise the plant in which they perform their labor is strictly a non-union plant, not even being dignified by the so-called open shop principles, and therefore must naturally be treated by the Association as such.

"The chief concern of the Association at present is to see that our members are employed on the new method of production and to bring into membership those who are operating this machinery and who have never been members of the Association. This can only be done by members living up to their obligations and thoroughly co-operating with the Association's officers in their efforts to bring all plants under the jurisdiction of the Association and thus secure wages, working conditions and maintain balance in the industry.

"Some members have deliberately refused to pay where there was not an agreement between the firm and the Association and through this selfishness on their part have let branches become disbanded. I call your attention to the proceedings of the last convention which I trust will be read by the Secretary at the meeting of the Branch. It begins on page 113 of the Bellaire Convention Proceedings under the caption "Trade Assessments." The whole discussion is worth reviewing so that all will become acquainted with the Association's position and policy.

"The Association cannot force members to deposit their cards if they are possessors of cards; neither can it force them to pay trade assessments while working in a plant over which we have no jurisdiction; but the Association is in position to debar them from the Death Beneficiary Department and from securing a card of any description after they leave or lose that position, unless they conform to the rules and practices of the Association, as other members throughout the country are doing, while operating flow and feed devices where there is no agreement between the Firm and the Association. Refusal of members to contribute their just share for the maintenance of an organization that either directly or indirectly keeps up their wages and maintains reasonable hours and working conditions, shows conclusively that they have no thought or conception of economic or political liberty for the wage earners of this country. These and other men belonging to organizations do not hesitate to rail against the open shop, but when perchance there is an open shop that gives them the right to belong to their organization; that pays the wages the organization requests and works the hours the organization establishes through conference, they of their own accord destroy the organization through refusing to pay their just dues and live up to their obligations.

"Our members should always show by their loyalty, their stability and character as trade unionists and citizens, that they are not only on a par but superior to those outside of organization, owing to their understanding and the voluntary discipline which they exercise through being members of a trade union. Wages, hours, and working conditions are not the only things a trade unionist is looking after, particularly in these times. Had it not been for the trade union movement fighting the open shop all wage earners in this country to-day would be absolutely at the mercy of the employers and the capitalistic interests of

the country. Likewise were it not for organization the wage earners in our country could not take part in political matters and thus bring pressure to bear upon the law-making bodies of the country, as they have done and will do in the future. Without organization wage earners are at the mercy of those who own and control the wealth of the country. As organized workmen they are in a position to protect themselves to a considerable extent both on the economic and political fields. Hence branches and individual members are instructed to see that the policy of the Association on the new methods of production as herein set forth is strictly carried out and adhered to.

"With kindest regards and best wishes to our members everywhere,

Fraternally yours,

JOHN A. VOLL, *President,*
Glass Bottle Blowers' Association of the United States and Canada."

I commend this matter to you for expression and action in order that some members shall be prevented from shifting their obligations on to the general membership. Other internal matters of importance will be laid before you during the sessions of the convention.

Finances

It no doubt is gratifying to the delegates and the membership to note through Secretary Jenkins' report that the financial standing has been maintained in spite of adverse conditions in the first part of the season and the fact that a fraction over four thousand dollars was spent at San Francisco to maintain the principles of our Association and the trade union movement. The present standing is further proof that your money is both conserved and made to count.

Lockout of the Illinois-Pacific Glass Company, San Francisco, California

On August 20 we received a telegram from Acting Executive J. Coleman Hawkins of Branch No. 22, San Francisco, that the Illinois-Pacific Glass Company had notified our members that their services would no longer be needed after September first,

it being the company's intention to make bottles entirely by the automatic process, over which method we did not have jurisdiction in the plant. It was found however that representatives of the company were soliciting our members to renounce membership in the Glass Bottle Blowers' Association and remain in the employ of the company.

On August 23, through disagreement and contention over the vacation stop as agreed to in conference, members of the Association working in the plant were locked out. On August 30 we wired the company saying this action was contrary to the conference agreement and a violation of it and requesting to know if action was final. A telegram in reply of the same date stated:—"The future plan of the company eliminates semi-automatic operation, therefore will not require Glass Bottle Blowers' Association's assistance."

Our members at San Francisco however informed they did not believe the statement of the company, and in this they were correct. Representatives of the company offered flattering inducements to members to return to work, but all were loyal to their cause. Great effort was made to get strike breakers to take former employees' places but this met with no success, owing to our blocking their efforts at the places where strike breakers were most likely to be sent from.

Acting Executive Hawkins was in charge of the struggle against greed and the open shop. We advised that all our members who possibly could should secure work elsewhere so that no unnecessary expense be placed upon the Association. No relief roll was established but those in actual need were helped from Association funds.

Reports received from Executive Hawkins and Secretary of the Branch, E. E. Bills, made it plain that our members were determined in their stand to protect their individual and collective interests. Members of the American Flint Glass Workers' Union employed by the Illinois-Pacific Glass Company were also involved and the membership of the two associations on the coast worked in complete harmony and co-operation.

It is a pleasure to inform you that the joint effort was successful, and the success is a matter of gratification, I am sure, to us

all, even though our Association and its members on the coast did not obtain the full measure of benefit from the victory. The company entered into agreement with the American Flint Glass Workers' Union, stating as the reason that it was the intention to change the plant from a bottle factory to the making of flint ware and would employ about one hundred members of the Flint Union. However it was understood that if any bottles were blown or made by semi-automatic machine they would be made in accordance with the conference agreement, as entered into between employers and employees in the Glass Bottle Industry.

A number of our members transferred to the Flint Union and are now working in the plant. The chief credit for frustrating the efforts of the company to establish non-unionism in San Francisco is due to the members of Branch No. 22 and Acting Executive J. Coleman Hawkins. It was their determined stand and activities that beyond doubt proved to be the chief factor in forcing the company into an agreement with the Flint Union, and this is said without any disparagement of the Flint Union and its members in San Francisco who fought loyally to uphold the principles and policies of the trade union movement.

Brother Hawkins informed this was the first victory won by organized labor on the Pacific coast for several years. It is indeed gratifying and pleasing and a matter of congratulation that the initial success in fighting the battle of the wage earners there came to the glass industry. While as stated we are not the recipients of the full benefit of the victory, the Flint success is ours in that our principles and policies and those of the trade union movement have been upheld and vindicated.

Further details of what transpired at the time and since have been delegated to Acting Executive Hawkins to report upon, which no doubt you will find interesting and to an extent pleasing. I take this opportunity to commend Brother Hawkins, the committee that worked with him, and Branch 22, for the manner in which they looked after their own and the interests of the Association, which of course reflects to the best interests of the trade union movement as a whole on the Pacific coast and throughout the country.

Relations With the American Flint Glass Workers' Union

I am pleased to inform that the harmonious relations between our sister organization, the American Flint Glass Workers' Union, which have been an outstanding feature for the past few years, have continued during the last year. In fact we do not believe it is stretching a point when we say that the common understanding and mutual cooperation is probably better than at any time in the history of the two organizations. Speaking what I feel sure is the sentiment and aim of our membership at large, we shall in every honorable and legitimate manner strive to maintain this condition of relationship.

Non-Partisan Political Action

This is a subject as vital in importance as organization on the economic field. In fact upon it to a great extent depends the political and economic liberty of the masses in our day and for the future, and we can in no more fitting manner impress this upon your minds and the minds of the membership at large than to embody in this report two editorials written on the subject and published in the November and December, 1922, issues of "The Bottle Maker," under the captions, "Duty Calls" and "The Late Election, Its Significance, Its Future," which are as applicable today as they were at the time they were written:

Duty Calls

The time for the congressional and state elections is drawing near and the voter must determine upon what basis he will cast his ballot—whether he will continue party support regardless of whether the platform he supports or the men he votes for are unfavorable to his interests or whether he will break away from party lines and cast his ballot favorable to his own interests and against those who would make a serf of him in industry and deny him the natural and lawful rights that others enjoy within government. In other words restrict his liberty to what the masters in industry and politics feel it should be. To the wage earners organized and unorganized the coming election is of vital importance because their rights and liberties are involved as never before. No wage earner should vote for a Republican because he is a Republican or a Democrat because he is a Democrat. Unless a candidate

by his past actions is worthy of support he should be defeated no matter what party ticket he is on and especially so if his opponent is more liberal or even if there is a chance of him being more liberal.

Reaction is in the saddle in our government today in all three of its branches—the executive, the judicial, and the legislative, and it is the duty of the wage earner and the farmer to root it out. A start can be made at this time by voting for men who are progressive and liberal in their views and actions. The politicians are now at their old game of putting out smoke screens to fool the voter, befuddle his mind with their propaganda and thus make it difficult to distinguish between a true progressive and a reactionary. However by a little sound thought and reasoning and following the advice of the American Federation of Labor and the different State Federations and central bodies the organized wage earner especially can readily ascertain who among the candidates is friendly to his hopes and aspirations and those who are unfriendly or opposed, and it should be noted that mere lip service, a declaration of friendliness means nothing unless there has been real support of a cause or promise of support that is genuine. Lip service is the stock in trade of the shyster politicians, the tools of big interests who will say or promise anything before election in the interest of their candidates or party from which they readily extricate themselves afterwards or shamelessly repudiate their declarations and promises. These are the individuals who in the past have always played upon the credulity and sympathy of the voters and with success as a general rule, otherwise reaction would not be as entrenched in government in our country as it is today. Happily the trend is away from biased partisanship and blind leadership. The voters and especially the organized wage earners and farmers are beginning to realize the necessity of independent political action. The shameful way in which these elements of society have been treated by government and big business in the past eighteen months should be sufficient to make them break away from party lines through which for years and years they have been supporting big interests blocs in congress and electing presidents, governors and judges not in sympathy with and who make no honest effort toward or refuse to understand their cause. Hence, reaction must go. It is selfish and oppressive and as practiced in our country today, it is inimical to liberty, freedom and justice, the fundamentals upon which our Republic is founded. Let us be true to ourselves in casting our ballot on election day and the march forward and upward will be given a new impetus.

The Late Election—Its Significance—Its Future

Calmly reviewing the results of the late election as expressed by the people on the functioning of their government and interpretation of its constitution, one naturally reaches the conclusion that the citizenship of the country has developed through education and information

conveyed to it through reliable sources to a state of intelligence, wherein it will no longer permit itself to be the instrument for the exploitation of itself. The capitalistic interests have too long controlled government by arraying citizen against citizen through misrepresentation of actions and issues in the political and economic life of our country. The possessors of great wealth have been given an inkling of the people's power and what may be expected if the exploitation of the masses is continued in the future as in the past.

The people in the late election have served notice that this government must really and truly be a government of the people, by the people, for the people and not a government of the few through the usurped powers of the courts, the controlled votes of legislators and the passiveness of the executive. The calm judgment so universally pronounced upon the administering of government and the twisting and stretching of the Federal Constitution favorable to privilege cannot be mistaken. The principles, policies and practices of class domination in government as represented by the reactionaries of both the old political parties, were not only repudiated but the people through their independent political action and their keen discrimination of men and issues have demanded a new deal in government, economic and political progress. Judging the temper of the people on the expression of this, their will, it is no exaggeration or bombast to say that if their just demands are not forthcoming they will in a more emphatic way make expression in the next election.

The shouting of patriotism and wrapping the flag around oppressive measures, unjust conditions and dishonest actions will no longer fool the people. Their higher state of intelligence through which they are beginning to grasp the true teachings of the Carpenter of Nazareth is making plain to their minds that human equality is not a myth or merely an ear-tickling phrase. But what of the future? What has thus far been accomplished by the ballot is in most instances as yet only a temporary gain. It is not an achieved victory that will stand for all time. Already the reactionary forces are planning and acting to rob the people of the fruits of their victory. Hence the wage earners and farmers should impress upon their minds that continued activity is absolutely necessary in both the political and economic field if the mass is to be relieved or freed from the clutches of capitalism in which it now finds itself. In connection with this it is well to remember that freedom is gained only by fighting for it and retained by continually contending for it.

It was against the future restriction of the people's limited freedom and for the broadening of their rights and privileges that the mass thundered its opposition through the ballot in the one instance and registered its determination in the other.

Will the mass be true to itself, and continue to organize, educate, agitate and through political and economic action keep up a

strenuous effort for equal rights and privileges within government, or will it through inaction or false belief that little or no further effort is required, permit capitalism, which is always alert and active to its interests, to regain the ground which it has lost? Individual and collective welfare demands our most serious thought and consideration of this matter, for it is only by repeating and again repeating the victory won in the late election that the people will secure for themselves the rights and liberties set forth in the Declaration of Independence and the Constitution of our country.

The necessity for impressing these thoughts upon our minds and turning them into action is best illustrated through the fact that the old line politicians and the daily press, owned and controlled by the big interests, are already boasting that owing to a passing slump in business the farmers and wage earners will largely return to old party lines and discipline. These practical men reason that this has always happened in the past and that it will repeat. However, all politicians and the big interests are alarmed. The solidarity of the wage earners and farmers in the last election and the progressive tendencies since have unnerved them to such an extent that to-day they are floundering. The question that confronts every wage earner and farmer is, whether they will remain true to their own interests and repeat the remarkable victory of last fall, or on account of a little steadier employment again surrender themselves to the group of which they have been pawns all during the ages? It is well to remember that one or two political and economic victories are not enough to change the present status of government and the dominating class to one of justice and true liberty for all the people. It would take several more sound and substantial victories both upon the economic and political fields to bring this about. It will be noticed that neither the magnificent victories of the Miners, the Shopmen, the Printers, the Textile Workers, the Granite Cutters, the Lady Garment Workers, etc., on the economic field, nor the independent victory in the political field prevented the government from continuing its fight against the Shopmen through the use and power of the injunction, backed up by its secret service department. Neither did it prevent the United States Supreme Court from declaring the Child Labor Law and the Women's Minimum Wage Law, passed by Congress, unconstitutional, the latter by a divided court of five to

three, Justice Brandeis not voting owing to having formerly been the attorney for and involved in litigation in which he represented those upholding the justice of a minimum wage for women, and whose vote would have made the division five to four, thus showing there was no justice in the decision. Nor did it prevent an extraordinary attempt to foist upon the public a ship subsidy that would have further helped to enrich the already rich and further burden the poor.

These are extraordinary matters of importance for us to think about and act upon for our own and not the interests of those who confine the benefits received to the few instead of fairly distributing them to the many.

In addition to all of the foregoing and of more vital importance than all else is the move to curb the power of the Supreme Court of our country and its district branches. In other words, take away its usurped power to declare laws unconstitutional without a check or balance, and the issuance of injunctions in labor disputes when there is a remedy at law, and to make laws and execute them, as the courts are now doing. Let us for the purpose of insuring liberty for our children and for the masses yet unborn not only religiously practice non-partisan political action but preach it everywhere and at all times, for in this work, honestly and conscientiously performed, we will be missionaries in the sacred cause of liberty and justice.

Good and Welfare

Under this caption it is well to inform that in addition to our own efforts to shorten the hours in the Glass Bottle Industry, and especially to guarantee one day's rest in seven, the International Labor Bureau created by the Treaty of Versailles has taken the matter up for discussion and possible action at its fall meeting at Geneva, Switzerland. This meeting will take up for consideration the hours of work in the glass industry throughout the world. We have sent to the Bureau at Geneva copies of our agreements, The Bottle Maker, and printed matter that bears on the subject, in addition to our own views and position. This information brings to mind that through the

medium of communication the world is no longer too large to prevent co-operation and understanding between its people to advance their interests and welfare.

In connection with this the following letter was received from the National Women's Trade Union League of America:

"Chicago, Illinois, June 20, 1923.

Mr. John A. Voll,
1006 Colonial Trust Building,
Philadelphia, Penna.

Dear Mr. Voll:

The coming Congress of the International Federation of Working Women has to consider a resolution on "the weekly suspension of work for twenty-four hours in glass manufacturing processes where tank furnaces are used," and I am writing to ask if you have any suggestions which you think we should incorporate in this resolution.

We want very much to give complete information to our delegates so that a proper and adequate resolution can be framed, and if you do have any suggestions we shall greatly appreciate receiving them.

Thanking you for your co-operation, I am,

Sincerely yours,

(Signed) ELIZABETH CHRISTMAN, Secretary-Treasurer,
National Women's Trade Union League
of America."

To this a suitable reply has been sent, suggesting the maximum limitation of hours that could be agreed upon and adhered to.

While this international effort will arouse action of a sound nature and eventually be helpful to wage earners in the glass industry over the world, we should carefully distinguish between sound and unsound international movements. Insidious effort is now being made to pervert and destroy the trade unions in this country by the method of "boring from within." It is promoted and fostered from Russia through agents, American and foreign, the purpose of which is not so much the destruction of the trade unions as it is the undermining and overthrow of our government and its institutions, which they realize cannot be done without first getting control of organized labor. Some

of the propaganda put forth and propositions outlined are so plausible in aspect and so enticing as held up to view in theoretical practice, that good true trade unionists and citizens sometimes fall victim to the wiles and snares of the revolutionary doctrine so persistently carried on among members of trade unions, their friends and sympathizers, by these agents of communism. Every loyal trade unionist and citizen should at all times be on guard against this doctrine that can only result in slavery for the masses, in the same manner and with the same alertness with which they guard against industrial enslavement by capitalism.

The institutions of our country are founded upon the fundamental principles of true democracy. They are sacred to our liberty, our welfare, and our progress. They belong to us—to you and me. They are a heritage that we are obliged to hand down to our children more highly and fully developed than when they came to us. That the members of our Association and of organized labor in general guided by christian principles and the light of true reason will be true to their trust, I have no fear, and with this unit of society massed solidly upon the ramparts of democracy's outposts there is surety that the stars and stripes will ever wave as the symbol of liberty and equality.

Trade Review

At the beginning of this season the outlook in our trade was anything but bright or encouraging. The general business slump, which had thrown one wage earner of every six out of employment—and to that extent eliminated the purchasing power and naturally prolonged the slump—and which cost the country $6,000,000,000, had not up to that time given any definite signs of passing, though the turn, according to expert business forecasters, began about August first, 1922. That our membership and the Association were greatly affected by the conditions prevailing and that we did not benefit from the turn in conditions until a considerable time after the change started, is best evidenced by the income of the Association through trade assessments; the first quarter, ending August 31, showing an income of $12,505.27; the second, being the one immediately following

the Final Wage Conference and ending November 30, showed an income of $11,358.20; while the quarter ending February 27 showed an income of $19,509.87, and the last one, ending May 31, an income of $21,642.08.

This tells the story of how the artificially-made business slump bore down upon our members and wage earners in general throughout the country and why and how there was a loss of $6,000,000,000.

Our industry was not only hard hit by the domestic condition which prevailed, but it was doubly hit in the slough-off in its exports. In 1920 exports of glass containers had grown from the amount of $211,729 in 1913 to a value of $9,595,543 in 1920, when the decrease began. In 1921 exports amounted to the value of $4,549,689, and in 1922, with the fiscal year ending June 30, the value had dropped to $2,359,546. Thus is will be seen that the industry was forced to carry a double burden during the last half of 1921 and practically during all of 1922. It is well to note at this time though that the extraordinary value of exports of glass containers during 1919 and 1920 was due to the fact that very little glass was being manufactured in Europe and to the high price which export goods were bringing at that time. The export figures of 1922 are probably near the stable export business built up since the beginning of the war and which is a credit to American labor and ingenuity in the glass bottle industry.

It might be interesting also to know, while referring to the matter of exports, that glass containers exported during 1922 had a total weight of 43,548,075 pounds or 21,769 short tons and that this product went to as many as 55 different foreign countries and that the industry has developed and expanded since 1880 when the value of its product was $5,670,433 to 1914 when the value increased to $51,958,728 and in 1919 reached $87,007,682 a marvelous steady growth and expansion, a large part of which is due to the skill and co-operation of the membership of the Glass Bottle Blowers' Association and to whom a commensurate share of this remarkable production of wealth is due.

Further handicapping the industry during a portion of the year was the lockout of miners by the coal barons of the coun-

try, and the strike of railway shopmen to uphold their natural and lawful rights, both organizations being victims of the open shop drive—a damnable move, from which the whole country and the world suffered and the aftermath of which is not yet, as those who were responsible for it will live to learn.

In a measure off-setting the reactionary conditions and movement herein set forth was the solidarity maintained by the membership during the period of distress and the harmony of action in all moves that have for their purpose the restoration of conditions that prevailed previous to the business slump.

Working to the same end and in a measure co-operating was the National Glass Bottle Manufacturers' Association through the splendid balance which it maintained despite the panicky attitude and condition of some of its members and their disposition to lose heart and courage. The percentage of stability maintained in the industry during the trying ordeal which it passed through is worthy of commendation in that it permitted a much more rapid recovery to a solid basis than could have occurred had not the two organizations maintained a sound, sane balance.

Helping also to some extent in the recovery was the marked increase in exports in June, 1922, over the low marks that had prevailed during the past months of the year and which has been gradually gaining since that time. Added to which, of course, was the gradual domestic improvement which showed itself in the bottle industry about the first of October and has finally developed into a prosperous condition of the industry made manifest through the last quarters' income of the Association.

At the present time the outlook for steady employment for some time to come is encouraging, as in most instances stocks are light and the demand fair. Summing up, there is much to be hopeful of and to look forward to, regardless of the problems that confront us.

Conclusion

In conclusion, the foregoing chronicle of events and facts as they relate to our Association, the glass bottle industry, and

the progress of the people as a whole, is only a forerunner of better times and brighter days for the members of our Association and the great mass of wage earners in general throughout the world. Everywhere we look we see the steady climb upward of those who a little more than a century ago were voiceless in government and in industry. The scales of supposed justice that weigh so heavily on the side of the superior class are slowly but surely coming to balance. This is being principally brought about through organized labor. Achievements have been so great and the strides so rapid since its formation, that the masses have hardly been able to keep abreast of the great transformation which is taking place. What was considered a high standard to strive for ten years ago is no longer satisfactory. Collective bargaining which wage earners are demanding and have fought and sacrificed for is not to-day the high goal of their aims, ambitions, and I may add—their just due. It is beyond that. It is at least part ownership of the tools of production from and through which they can obtain and enjoy the full fruits of their labor. This will eventually be the outcome in the glass bottle industry, because more and more are the captains of industry and the heads of government recognizing that labor not only has brawn but that it is possessed with brains of a high grade quality, through the exercise of which it is rapidly overlapping fields that a few years ago were looked upon as almost sacred preserves of the governing class. Hence no matter what position or what attitude employers in the industry assume toward us as an association, we can rest firm in the knowledge that the leaven is working and the time is not many years away when through their organization workmen in the industry will be just as much concerned in its welfare and progress, and the sale of its product, as are the employers. A little more education; a little more enlightenment; a little more solidarity on the part of the wage earners, and employers will be anxious to consult not merely regarding their daily wage but a division of the profits from the sale of the joint product. In the meantime our duty is to carry the message of Agitation, Education, and Organization everywhere and thus do our part toward reaching the goal of political and economic equality.

We will find nothing strange in what is here set forth. It is no idle dream or mere fancy of the mind. It is already in the making. Nor will it seem out of the ordinary if we will but remember that what was an ideal yester-year is a reality to-day and what may appear to be an ideal today will be found to be a common practice within a few years. What we require in our fight for further progress is faith, the stamina to be firm, and the courage to do and dare. With these attributes as weapons, backed by the small sacrifice necessary to give them life, no power, individual or combined, can stop labor's march onward and upward.

I wish to express my sincere thanks to Vice-President Maloney, Secretary Jenkins, Treasurer Halton and members of the Executive Board and to the membership in general for their help and co-operation in my work.

Respectfully submitted,

JOHN A. VOLL, *President,*
Glass Bottle Blowers' Association of the United States and Canada.

ANNUAL REPORT OF VICE PRESIDENT JAMES MALONEY

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

GREETING:

I want to join with President Voll in giving you all a hearty word of greeting and the hand of good-fellowship upon the convening of this Forty-seventh Annual Convention in the principal city of this great western country.

Considerably less than a century ago this country was almost a wilderness, but now its soil is cultivated and hundreds of cities and towns dot the landscape and greet the eye on every side. We are in the heart of a great continent and commerce and industry are represented everywhere. The pioneers who have hewn out a civilization in this region had in their veins the blood that enriched the hearts of a race that never quailed before obstacles well-nigh insurmountable, and who conquered and left to us a country whose traditions and institutions inspire one with the enthusiasm and hope that mean so much in the future life of our people.

The same story is told through all the centuries The measure of industrial liberty the worker could call his own has always been the result of his own efforts, and he has always found it to be absolutely necessary to combine with his fellows to secure the proper measure of protection from those who are ever alert to exploit him. The greed for money, it seems at this period of the world's history, has caused men to go to greater extremes than ever before.

Great combinations of capital are the rule these days, and the huge fortunes and power that walk hand in hand with the tyranny that seems to naturally follow, unless curbed and controlled, are bound

to destroy our present civilization. To gather together as much money as it is possible to secure appears to be the one aim in life of most people. Some of the largest employers in the country today seem heartless and tyrannical. Now, there are many who will take issue with a statement of this kind, but what are we to think of those who insist that a twelve-hour day and a seven-day week for a man employed in a steel mill is healthful and proper. Men who are close students agree this is caused largely by a love of money and power, and by employers of this class labor is looked upon as so much raw material to be bought and sold and, consequently, is treated just as a piece of machinery. Money making with them seems to be all that counts, and when a man begins to get old he is cast aside and a machine that will do the work cheaper probably put in his place. The worker, of course, is given no more thought and, unless he can find another job, can go hungry, or probably receive some scant support through seeing his children or womenfolk employed about the machine that displaces him.

It is strange indeed that men should suffer because a machine that can produce tenfold more displaces him in industry, and yet the first result of the introduction of labor-saving machinery is idleness for the worker employed therein. It must be apparent to men of observant minds as they look around them in industry these days and see the great changes that have been made in the method of production, that there must be something wrong with a system of social control which will permit such a condition of affairs to exist. There does not seem to be in the majority of instances much, if any, soul in the business life of today—just a continual struggle for money and place —and the manual worker, especially during a dull period, is driven from pillar to post, and this struggle and strife brings to the masses a large share of suffering and sorrow.

On the other hand, we can plainly see that a suffering public during a labor controversy is compelled in many instances to pay, not only the losses incurred by the employer, but also to contribute enough to enable him to derive a profit therefrom. Everyone knows that during the last coal strike, and after it was settled, slate, dirt and rubbish of every description were disposed of to the people, who always pay the freight. In fact, just recently it has been called to our attention that the anthracite operators have refused, beginning with the month of April, to quote the regular summer price reduction

of 50 cents per ton. This, naturally, will put millions of dollars into their already overloaded coffers.

This all brings us to the point that we have so often stressed, and that has been written about and discussed by more able minds than my own, that money is not real wealth; neither are great stores of gold, banks and trust companies. The real wealth of any nation, my friends, is found in the moral fibre of its citizens, and when decay sets in here, the work of disintegration has begun.

This is a land of plenty, and a patriotic, industrious people such as ours, should always be able to live in comfort, contentment, and happiness.

Final Conference

I feel that the settlement secured at the final conference held in Atlantic City last August was a good one. If in fancy you will travel back to that time I am sure you will agree with me when I say that the industrial situation was, to say the least, most uncertain. The nation-wide fight waged by the National Chamber of Commerce, associated with the large financial and employing interests to enforce their so-called "Open Shop" policy upon the workers of this nation and, I am sorry to say, supported in every way possible by injunctions from many courts, was in full swing.

The United Mine Workers, the Railroad Shopmen, Building Trades in most of the large cities, and many other industries that were organized were engaged in a desperate struggle to keep their forces intact and their organizations together. This, briefly stated, was the general situation in the industrial world during the sessions of the Bellaire convention and when we met the manufacturers in final conference.

I trust no one here will get the impression that this antagonistic spirit was present at our meeting with the Glass Manufacturers' committee. It was not, so far as our personal and official relations with them were concerned. However no one could be expected to be entirely neutral in the bitter struggle that was going on. So we feel that our efforts and the success we met with in holding our wage scale and working hours intact were most helpful to those who were engaged in the bottle industry—not only to the workers, but to the employers as well.

The manufacturers, of course, asked for substantial reductions, but your committee felt sure that the industrial conditions of the country were improving and refused to recede from their position. As reported to you in the proceedings, the manufacturers finally gracefully signed the agreement that has been in force this past season.

At the Stopper Grinders' Conference, after considerable discussion, an agreement on the old scale was secured.

The Automatic Flow and Feed Device Conference followed and after many arguments on both sides, and feeling that an agreement entered into at that conference would be for the best interest of all concerned in the bottle industry, the agreement you are all familiar with was entered into and we feel that it has been most helpful. While a few manufacturers who always operated a union plant when the skilled hand workers' services were indispensable have refused to go along with us because they have installed this new method of producing glass bottles, the majority are a party to the Atlantic City agreement and we are in hope that as time goes on those who are still on the outside will rejoin the fold. If I may be permitted to say so, your representatives were very well satisfied with the results obtained and believe that most of our members throughout the trade were also pleased. The interests of our Association were ably taken care of by President Voll.

Labor Day

Upon the invitation of Branch No. 105 I was present at the Labor Day celebration held in Punxsutawney and addressed a mass meeting in one of the theatres of that city.

The observance of Labor Day held a special significance for union labor there at that time as the large railroad shops of the Buffalo, Rochester and Pittsburgh Railroad are located in Punxsutawney.

The day following I addressed a large meeting of the striking shopmen and from the reports made at that meeting I found their forces were intact and the men were confident of winning. I am happy to say here that the B., R. & P. R. R. was one of the first shortly afterward to sign the Baltimore agreement and place their men back at work.

I feel I should say a word here concerning the trade union movement in this city and vicinity. I was present at the first Labor Day celebration held there some years ago. Executive Officer McLaughlin was then working at the Tibby-Brauner Glass Works, which is located there, and I may say that due principally to the persistent efforts of Executive Officer McLaughlin, who was chairman of the mass meeting that day, and also addressed the gathering in the public square, to Brother Louis Colin and the members of Branch No. 105 in general, a Central Labor Union was formed and the workers of that section were brought into the movement. Not only are they a force for good there, but they take an active part in the civic affairs of the city.

Packers

During the latter part of August I was instructed by President Voll to proceed to Baltimore to go over the packers' affairs there with Executive Officer Vansant. He outlined the situation to me in detail and the work he had done there since the various firms had refused to longer recognize the packer organizations. In the meantime I had received a telegram from President Voll advising me to meet him in Chicago to attend a meeting with representatives of the American Bottle Company. Realizing that our work at Baltimore would require some time, Brother Vansant and I felt it would be best for all concerned if I returned there after the Chicago meeting.

This was done and both of us called on the four firms in that city, held extensive conferences with them without, however, being able to induce them to enter into an agreement with us on the packer proposition.

Afterwards we held a mass meeting of the packers and went over the whole situation in our talks. There seemed to be a strong spirit of organization there and Executive Officer Vansant, assisted by Branch No. 9, deserves much credit for his untiring efforts in behalf of those men and his ability to hold their organization intact. The wages paid packers there will, I believe, compare favorably with those of most packing houses in the country. The men also deserve our commendation for their loyalty to union principles.

Conferences and Interviews

The conference with the American Bottle Company was held in the La Salle Hotel. Committees from Streator, Illinois, and Newark, Ohio, were present. After considerable discussion an agreement was entered into with which, of course, you are all familiar.

When we recall that this company had given us jurisdiction over the vast majority of men employed on their machines, in the packing houses and in the yard, embracing all manner and kind of labor, and that we had at last after years of effort built up large branches at both of their plants, it was rather discouraging to lose all of our new members with the exception of the men at work about the machines as happened the previous summer. However, it is not well to despair and with the country again prosperous no one can tell what position the company will take in the future concerning the further extension of organization to other classes of employes.

Since the passage of the Volstead Act and the consequent falling off in demand for beer bottles, which was practically the only class of ware produced there up to that time, both of those plants have operated in an intermittent manner. The further result also placed the industry in the position of having a greater producing capacity than the country could normally consume. This condition has naturally had its effect upon organization and emphasized the competition for business in other lines of ware by the different firms, not only in the towns mentioned, but throughout the industry.

We went to Terre Haute from Chicago and called on Mr. Hubbard, general manager of Turner Brothers' Glass Company. Executive Officer Roberts and I had a long interview with him. I should say he gave us a couple of hours and, while he spoke very highly of our Association and its methods of doing business and treated us most courteously, we were unable to induce him to sign the scale agreed upon in the automatic flow and feed department.

At the time we were there the firm was rebuilding the furnace and also the factory. They were producing no bottles at Terre Haute, but were operating two furnaces at Winchester, Indiana, which plant they had leased. It seems strange, to say the least, that an old firm such as Turner Brothers, who have operated a union plant for many

years, with the introduction of a different method of manufacture in their factories should change their entire policy in regard to labor, especially when we consider the fact that there were never any serious controversies between the firm and our Association.

We also called at the Root plant during my visit there, but Mr. Root was out of town. Brother Roberts and I talked with Mr. William Root and Mr. Herty. At that time but one feeder was in operation at Root's plant.

At the North Baltimore Glass Works, which has not operated for some time, we met Mr. Richardson, who has since passed away. He told us at that time that while their plant was not operating, they were still in business and had a salesman on the road, also selling agencies in various cities, and if in the future the demand for beer bottles, which they produced exclusively, warranted they would place a furnace in operation.

At Glenshaw, Pa., accompanied by the committee, I called on Mr. Samuel Meyers, general manager of the Glenshaw Glass Company, concerning the recognition of the packers. After a great deal of discussion he requested us to come in the following week as he wanted to see the selling prices of his competitors. This we agreed to do. However, I was unable to get to Pittsburgh the next week so Executive Officer Muhleman called on the firm and secured an agreement with them.

Executive Officer Eames and I called on Mr. James Moore, manager of the Peerless Glass Company at Ravenswood, L. I. After a long discussion he referred us to Mr. Ludorf, president of the company, who was in Europe and would not return for about three weeks. At this time there were four of our members employed on the three Miller feeders that were in operation. However, there was no recognition of our Association by this company. Some time later, I understand, Executive Officer Eames interviewed Mr. Ludorf on his return from Europe, but without results. We now have the matter up with the labor movement of New York City, where this company sells most of its ware, and hope for results from this source.

I was requested to attend a mass meeting of the striking shopmen at Mauch Chunk and went there in company with Organizer Scott of the Boilermakers' Union. The meeting was held in a theatre and was

well attended. The Central Railroad of New Jersey have shops there. Those men have made a strong fight and while the roads have been pleading poverty, they had millions to spend on the strike-breakers who were placed on the jobs about which they knew nothing whatever. Bull pens were built in practically every railroad center where shops were located and these traitors to their fellows, who were brought in large numbers from the big cities, were fed and pampered at the expense of the great mass of the citizens who make up this country.

When the shopmen went on strike in protest against the palpably unjust and unfair rulings of the Railroad Labor Board, they were denounced two days later by this same Board as outlaws in an order issued by that body, stating they had lost all standing before the Board and could not have grievances considered by it. They even went further and advised the railroad managements that strike-breakers should be organized, who would be recognized and dealt with by the Labor Board. This has been done in the companies' own way. Then the Labor Board decided to slap one of the large railroad company's on the wrist by censuring them, but the censure was, of course, held up by that handy weapon of privilege in all labor controversies, the injunction, and now, a year afterward, we are reading on the back pages of the newspapers, or in some remote corner of them, a brief synopsis of this wonderful censure. It is really nauseating to the sense of justice in the minds of all good and loyal men to see the inroads that privilege is making in the halls of our institutions. I say to you, my friends, it is just as true today, and more so than when it was first written, that "Eternal Vigilance is the price of Liberty." To be free and remain free you must be alert and watchful continuously.

Along with the committee I had an interview with the Duquesne Glass Company at Paden City, W. Va. One blow shop and one O'Neill feeder were in operation there. Some of our members were employed on the feeder, but we had no agreement with the firm. The manager told me he had no authority in the matter and referred me to the main office at Richmond, Va. Later I had a conference with the firm in that city, but could secure no agreement.

On a later occasion and about the time this firm was getting ready to start the Richmond plant I had another interview with the general manager. He told me they wanted to place their old men at work on the feeder which they expected to install along with a

hand machine, but they were not ready to enter into an agreement with us at that time, claiming, however, that our people would be treated right by the company, as they always had the interests of their employes at heart.

At Parkersburg the Thatcher Manufacturing Company is operating one Hartford-Fairmount feeder and one hand shop making pint milks. The Universal Glass Company, of which Mr. Davis is owner and general manager, is also located there, and they have one machine producing one-eighth and one-half pint milks, etc., in a small way.

In February I attended the mid-winter session of the Executive Board. Many matters were brought to the attention of the members by President Voll and were discussed by all. Also, each member of the Board made an oral report and Secretary Jenkins submitted a written report. The many problems we are confronted with were discussed at length by those present.

The Norfolk Glass Company have a beautiful plant in Norfolk, Va.; in fact, a large amount of money must have been expended there. However, the plant has operated very little since it was built and from what information I could get while in town, its future prospects are uncertain. Mr. Firmin Carter is looking after the property.

The Tidewater Glass Company also has a six-ring tank in Norfolk and was to be sold by the receiver some time in May. Earl Ross was manager and the prospects of that factory starting up were good. I can see no reason why that company, if they get started, should not be successful. They expect to operate two hand machines and a blow shop. Dr. Green was secretary and general sales agent for the company.

At Wallaceburg, Ontario, there is a large plant owned and controlled by the Dominion Glass Company, Ltd., whose general offices are in Montreal. While a considerable sum of money must be invested there in factory building, automatic machines, etc., they employ very few people in comparison with the size of the plant. A feeder had also been placed in operation. Some grievances that had been complained of there the management promised to correct.

There was considerable talk among the townspeople concerning the organization of an independent company to operate entirely by the hand method, but whether there has been any development along those lines since my visit I am unable to say.

The same situation the people of this town are confronted with due to the advent of automatic machinery in the bottle industry, thereby displacing large numbers of members, is to be found in dozens of other towns and villages throughout the mountain district of Pennsylvania and other localities scattered throughout the country. You will find once prosperous villages, where busy bottle and window glass plants were located and contented members made up a prosperous and happy community, now struggling for a bare existence. This, to my mind, is a problem that society in general will be compelled to meet and solve in the not far distant future.

Industrial conditions in the Province of Ontario during my visit there I found very poor and thousands of people were emigrating to the United States, many of them locating in Detroit, where things were booming, due largely to the activity in the automobile industry and also the building trades.

At Flat Rock, about twenty-three miles out of Detroit, Henry Ford has built a large power plant on the river and expects to erect a factory. As far as I could learn they will manufacture lenses and probably some bottles. Some of our people who are working in Detroit have been approached concerning employment there.

At Plymouth, another small town about twenty miles from Flat Rock, another power plant has been erected by Ford to manufacture electricity by water power. His object, I am told, is to build factories to be run by the electricity produced and provide work for the farmers in the vicinity during the winter.

The Legislature of Michigan has passed legislation giving Ford the right to build power plants along any stream of water in the state.

May Conference

During the early part of May I attended the preliminary conference and, while the sessions were not so long as usual, everything

that was brought to the attention of the members was given full consideration. The number of bottles about which there was a difference of opinion was not, of course, as great as in years gone by; consequently this phase of the meeting required less time than in former years.

You are, of course, familiar with the work done there, as the secretary of the conference gave a full report of the proceedings in his minutes, and the convention will naturally take up the various matters contained therein and arrive at conclusions concerning them. President Voll handled your interests with marked ability and judgment.

I was instructed to go to Pittsburgh and take up the packer situation there. I had a meeting with the men and went over the situation with them and found they had made a demand on the firm for 65 cents per hour and were offered 55 cents, so they were working under protest for the time being.

The next day we met Mr. Hamilton and went over the situation with him. He contended he was ready to pay the same wage that other manufacturers were paying in that district and felt it was not fair for us to insist upon any more. After a long discussion he said that 55 cents per hour was as far as he would go at that time.

The committee and I talked the matter over and I advised them to go along with the proposition and that was agreed to.

At that plant there are two Hartford feeders in operation and the company were installing another. They also had one of the latest Hartford lehrs in operation annealing sodas. I was informed this was a perfect success. It requires no fuel whatever and takes up no more room than a peanut roaster; it is about as long as the average lehr, but there are no bricks or mortar in its construction; it is made of light weight sheet iron throughout. The ware comes through in about an hour and twenty minutes. That is a long step in advance of the old brick ovens of several years ago, when the ware was left in for three days and then was not tempered as well as by this latest invention. One really must see it to appreciate what it is like and the work it does.

I was in Newark, Ohio, during May and was informed by our people that the outlook at that time was good, and the company was

rushing work on a couple of tanks in order to place them in operation as soon as possible. I understand there was some dissatisfaction among the yard men and packers at this place concerning wages that had culminated in a strike. This, however, had been settled some time before my arrival; labor was in demand in that town, and talking with the business agent of the Central Labor Union, he informed me that the future prospects were good and that there was work for everybody.

In Columbus, accompanied by Brother M. B. Kane, who is now president of the Columbus Securities and Realty Company, I called on Mr. Palmer Winslow. His plant is equipped with feeders and he told me business was satisfactory and they were getting good production.

President Voll instructed me to seek an interview with the head officers of the Pierce Glass Company, whose main office is in Buffalo, with factories at Port Allegany. Mr. C. J. Herger, treasurer and general manager, told me they always employed union men and wanted to continue to do so. The factory is closed down now.

On Labor's Memorial Sunday, May 27, I was in Salem, N. J., in attendance at the annual exercises held by Branch No. 6 of that city in the auditorium of Salem's High School.

Rev. G. M. Abel, pastor of the Methodist Episcopal Church, offered the opening prayer, and Brother William Penton, chairman of the exercises, made the opening address, followed by the Mayor, Mr. F. H. Newlin, and Mr. E. J. Gaynor, member of the firm of Gaynor Brothers' Glass Works. The last speaker was myself, after which Brother Arthur Thomas offered the benediction. The music was beautiful and was rendered by the choir of the church.

The Twelfth Regiment Band were also instrumental in contributing to the success of this service. Brothers Samuel Lumley, Arthur Thomas and Thomas H. Fair were in charge of the arrangements. Branch No. 6, its officers and members, deserve great credit for the splendid manner in which their memorial meeting was arranged, and I take this opportunity of returning my thanks to them for the privilege of being one of the participants therein. You will find a brief account of the remarks of the speakers in the July issue of The Bottle Maker.

Arguments of Manufacturers

The following, in brief, are some of the arguments or reasons given by manufacturers who have not subscribed to the Automatic Flow and Feed Conference agreement:—

We can't see where an agreement with your association is going to help us neither do we believe it will be of any benefit to the men in the plant. You go out and walk through the factory and you will find those men peaceful and contented. It is to our interest to keep them in that frame of mind.

Furthermore, your contention is that a certain amount of skill and knowledge of the nature of glass, is an essential part of the equipment that an operator needs to work around these machines. We can't altogether agree with that line of reasoning. We have placed young men to work as operators, who formerly worked in the packing houses and they have made good and get a large production. The fact of the matter is, if the machine is in working order, there isn't a great deal for a man to do. The only time he has to hustle is when there is a breakdown of some kind; then, of course, there is real work to do.

Then too, we find that a man who has been accustomed to earning big wages, blowing or gathering on a machine, is not altogether satisfied and contented when he works around a feeder machine for considerably less wages. We don't want to be tied up with an agreement; not just at this time at least. The big automatic interests are foot-loose and we can't tell at any time what they will do as far as market prices are concerned. We are forced to install these feeders in order to preserve our business and stay in the industry.

Open Shop

The victory of the United Mine Workers last summer, in their controversy with the coal operators was a victory for organized labor everywhere. All the great and powerful groups in the country, financial and otherwise, were to be found in the ranks of those who were doing their utmost to discredit and destroy the labor unions and, sad to say, this most miserable campaign has been carried on in the name of liberty.

The slogan has been that "The right of the individual to work at any time and place, if he so wills, must be vindicated and defended at all hazards if our free institutions are to continue to exist." Now, that sounds good to the careless and unthinking, but it is nothing less than a fake. Any fair-minded, honest, and practical person who will give a few moments' thought to the subject matter in all its phases will realize this statement is nothing more nor less than an adroit defense of the professional strike-breaker who is recruited in large numbers from the slums of the large cities by detective agencies to serve as a club to break the spirit of the real citizen and worker, whose home and associations that he holds most dear are in the community affected.

If unorganized workmen were free from the threat of discharge in any industry, I venture to say that ninety-nine per cent of them would gladly co-operate with their fellows in the organization of a real labor union. This was strikingly illustrated on the railroads during the time they were under the control of the government, when the gunmen and the so-called detectives were removed by the Director-General of Railroads, and the men were really free to join an association of their fellows, if they so desired. The result was they applied for membership in large numbers, until practically all those engaged in railroad work of any and every description became members of a union of the particular department in which they were employed.

The Building Trades and other classes of workmen were also attacked by the employing interests, and the battle raged for almost two years. I am happy to say these enemies of not only labor unions, but, in the last analysis, enemies also of this Republic, were repulsed. The welfare of this or any other nation depends on the welfare of all its citizens, and when we recall that it was not so many years ago that little children were exploited in mills and factories by these self-styled patriots, and that their release from the inhuman conditions under which they worked is due to trades unions and no other, and every step that has been won for the worker in his fight against long hours and low wages and oppressive conditions has been fought by this class of employers, I am sure you will agree with me when I say it is absolutely essential to the future welfare of this nation for you and me and workers everywhere to work unceasingly in the

effort to increase the membership and extend the work of our movement as far as lies within our power.

The forces of the so-called "Open Shop" supporters, remember, are not scattered or destroyed by any means; neither have they given up their scheme of destroying our organizations—the battle for liberty, political or economic, never ends. The forces of reaction and privilege are always active and never in the history of this country were they more thoroughly and completely organized than at this particular time.

I am sure it is unnecessary to admonish or advise you not to falter or grow weary in your demands for better things. If we would hold what we have, and desire to look forward to happier and better days, we must continue the struggle.

While reaction in its worst form has been in the saddle in the recent past, I believe the pendulum is swinging far in the opposite direction, and those who stand in the way of real progress and a more perfect society will be brushed aside.

Please bear in mind always there is no ready-made solution to the ills that society in general suffers from. It seems we have arrived at that stage in the provisional arrangement of our social development, when all of our problems hinge on some money problem.

The number of those who insist that industrial depression in these days of wonderful discoveries in the arts and sciences is the result of manipulation by private individuals who control the money and credits of the nation is rapidly increasing.

We read on all sides long treatises by so-called financial experts as to why we have to suffer from these periods of hard times. We are told they come in cycles and millions of words are used in an effort to prove to the individual that they are inevitable and as unvarying in their arrival as the changing seasons of the year, and that maybe the Builder of the universe has so provided for them in His great plan.

Those who own and control the great natural resources, manufactures and production, never suffer during hard times. Even though every industry in the country is idle they have a surplus on hand and are not concerned with retrenchment. In fact, we

are told by students of finance, that banks and trust companies even make a profit from the necessities of the people during these times, while the worker who is dependent upon his daily wage is very shortly on the verge of want.

In my judgment there should be no panics or depressions, and prosperity should be lasting. Everything necessary for the happiness and welfare of the people is here in abundance and the methods of extracting the raw materials from the earth, manufacturing the finished articles in these days of great combinations and machinery, are so perfect that it seems ridiculous when we see this vast industrial machine brought to a standstill and the masses thrown into idleness and despair.

We want the kind of prosperity that lasts and I believe we are at the point in the history of our affairs, when that desirable condition is most likely to be brought about, and that the monetary affairs of the country will be taken from the hands of those who directly profit therefrom by making personal fortunes out of speculation in money, and placed in the hands of Congress where it properly belongs.

With these "money lenders" who belong to the same class that centuries ago were driven from the temple by the Master always ready to urge patriotism on the people whenever they feel it is necessary to distract attention from their own operations, patriotism is just a gesture and it seems all their energies are devoted to mulcting the people. In fact, they have brought the world itself to a state bordering on bankruptcy.

The average man looks upon a bank or trust company as a government institution, but everyone of them is owned and operated by individuals who are not officers of the government in any sense. The Wall Street crowd seems to be always working for its own private pocket.

Courts and Injunctions

We can hear the assertion made almost everywhere that the vacant places on the Supreme Court are filled with representatives of big business or corporation lawyers, and in the minds of not only the man on the street, but many of those in high places,

the statement is boldly made that the Supreme Court has usurped the power to declare an act, duly passed by Congress and signed by the President, to be unconstitutional.

In fact, we find even a subordinate court and federal judiciary declaring legislation passed by the representatives of the people to be void and of no effect. There can be no question this power was never expressly conferred in the constitution. I recognize the first impulse of the so-called judicial mind is to take up the defense of the judiciary, and it might be argued that even if such power was not given to the Supreme Court by the Constitution, the implication was there, and it has been exercised so long the country has accepted it as law. Carry the line of reasoning to its logical conclusion and see where it will lead to.

We are the only nation in the world where such a condition of affairs exists, and five men in no way responsible to the people for their acts have the last word concerning the legislative acts of Congress. Now then, what is to be the ultimate outcome of all this agitation? Are the people in the last analysis to decide what is best for their own welfare, or is the will of five men appointed for life supreme? Instead of being a court, it has indeed become a law-maker. For the past twenty-five years its decisions have been in conflict with the vital needs of society.

The Income Tax Law in 1894 was first sustained by a four to four vote, but later on one of the judges who had voted to sustain this act, reversed himself and this law was declared unconstitutional.

The Sherman Anti-Trust Act was passed in 1890 to protect the people from the exploitation of great trusts and combinations of capital. Twenty years after the court read into this law the word "unreasonable," and as you all know ever since that time all trusts have been good trusts, another five to four decision.

And just recently, we find this court declaring void the "Woman's Minimum Wage" in the District of Columbia. It seems that always the Supreme Court decides against the individual citizen, and it has become a matter of common knowledge that in practically every case that comes before that august body for adjudication, as between the right of property and the vital needs of society, the majority is invariably to be found on the side of the former.

The granting of injunctions in labor disputes has long since reached the point where the constitutional guarantees to all citizens, the right of free speech, free press and free assemblage seem to be nothing more than a farce. They deny the right of a member of a union to even talk to a fellow citizen who may have taken his place in the factory. They refuse to permit him on the street while strike-breakers are there imported into the community of which he is a part and parcel. An injunction judge will stop you from feeding hungry men and women with their own money.

There really is no warrant in law that provides for the use of the writ of injunction in labor controversies. They exist to protect property from injury when there is no adequate remedy at law. About 1890 the courts began to issue them at the request of employers and in our day we seldom see a strike of any proportion but that an injunction is one of the first instruments used by the employer in an effort to intimidate and shackle men endeavoring to improve their standard of living and thereby the standard of citizenship.

Is it any wonder that there seems to be such widespread contempt among the people for the law these days? In the last analysis it is the same old story that has come down through the ages. Courts as a rule have ever been on the side of power and privilege. The average American has a strong desire in his heart to give honor to the officers of this government, but what must be his feeling these days when he reads the decisions of the Supreme Court mentioned above as applied to Child Labor, Women's Minimum Wage Laws, etc., and then turns to a perusal of the great indoor injunction game as practiced here in our country?

The statement of that great statesman and lover of liberty, Thomas Jefferson, must come to mind wherein he said, referring to the judiciary—"This irresponsible body, working like gravity, by day and by night, gaining a little today and gaining a little tomorrow, and advancing its noiseless step like a thief over the field of jurisdiction until all shall be usurped."

However, the result secured at the elections last fall, was a sweeping success for progressive and honest men. The most bitter opponents of organized labor were everywhere retired to private life regardless of what party label they wore. The issues were not par-

tisan in any way. It was a contest between the reactionary elements and the progressives, and the battle for right and justice was waged in every city and town in our great country along those lines. We are optimistic concerning the future of America. Those who hold a report in one hand which advocates the twelve hour day in the steel mills and in the other hold the Bible, and admonish the American people to get back to old fashioned religion, will receive the same treatment as did the hypocrites of old we read of in the Scriptures. And again in all its phases, remember if you would remain free the struggle never ends.

Conclusion

During the past two or three years, we have seen many automatic flows and feeders installed in different plants throughout the country. Until the introduction of the Hartford Fairmount feeder, our association had in a large measure, adjusted itself to meet the new conditions throughout the industry brought about by the Owens automatic machine.

Considerable of the slack has been taken up by the introduction of the three shift system, an agreement not to take apprentices and so forth, and the knowledge that the use of this machine as far as leases were concerned, was limited, thereby making it imperative for those firms who were unable to use this method of manufacture, to depend upon the skill of members of our association.

However, the introduction of the automatic flow and feeder brought other changes, and it does seem at times, at least to us, who have suffered much in the last decade from the invasion of our industry by wonderful mechanical inventions, that the modern industrial era with its great machines and factory system, is not a producer of happiness and prosperity in the community they invade, under our present system of distribution at least.

No doubt, a good many of our social arrangements are provisional and during the transition in the method of production under our present system, the worker must suffer. There really doesn't seem to be much concern for himself or his family, on the part of those in authority. However, we must not despair,—our members have always been courageous and resourceful.

It has been said the strong and energetic love freedom, and that to my mind is why we should continue to not only plan for ourselves, but also for those who must come after us. We cannot live on what is past. It is the future that beckons. However, we can learn lessons from the struggles and efforts that have marked our onward march of the last forty-seven years, and we must ever keep in mind the memory of others who have fought and died in the battle of life. Their sacrifices contributed in a large measure to the success with which we have met. So let us even in the face of what may seem for the time being to be almost insurmountable obstacles, keep a grip on ourselves and our courage and build as best we can for the present and future.

We must make up our minds to go forward. To shirk and quit means the end for individuals and institutions. Let us work in harmony with each other. This is not to infer, remember, that we should not express our honest opinions without fear or favor of any man. I am sure you will meet and solve as far as it lies within your power, the many questions that will be brought to your attention in this convention. It seems to me, during times like these, it is the duty of all good members to be more loyal to the principles of our union than ever before. No man can tell what the future will bring forth, but I am firmly of the opinion that the day will come when the Battle of Industry in all of its many departments, will be fully and completely organized.

In conclusion, I desire to express to President Voll, Secretary Jenkins, Treasurer Halton, to my fellow-members on the Executive Board, my gratitude for their advice and assistance during the past season.

To my fellow-workmen throughout the trade, and the delegates present here today I return heartfelt thanks for their confidence and support on all occasions.

Respectfully submitted,

JAMES MALONEY, *Vice-President*
Glass Bottle Blowers' Association of the
United States and Canada,

ANNUAL REPORT OF SECRETARY HARRY JENKINS

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

GREETING:

In conformity with the requirements laid down in the Constitution, I herewith submit an accurate account of the receipts and expenditures of the Association for the fiscal year beginning June 1, 1922 and ending May 31, 1923.

Income—General Fund—1922-1923.

Branch No.	LOCATION.	By Trade Assessment.	By National Fines	By Loans Returned & Miscellaneous.	By Supplies.	TOTAL.
1	Pittsburgh, Pa.	$791 45	.....	.....	$0 50	$791 95
2	Alton, Ill.	102 35	.....	.....	.....	102 35
3	Streator, Ill.	920 75	.....	.....	1 00	921 75
5	St. Louis, Mo.	.....	.....	.....	1 25	1 25
6	Salem, N. J.	3,209 50	.....	.....	.....	3,209 50
7	Millville, N. J.	8,763 37	.....	.....	.....	8,763 37
8	Bridgeton, N. J.	.....	.....	.....	.....	.....
9	Baltimore, Md.	5,650 04	$1 00	$200 00	1 25	5,852 29
10	Royersford, Pa.	1,548 48	.....	.....	7 30	1,555 78
11	Millville, N. J.	152 24	.....	.....	.....	152 24
12	Muncie, Ind.	54 16	.....	.....	.....	54 16
14	Woodbury, N. J.	.....	.....	.....	25	25
15	Milwaukee, Wis.	.....	.....	.....	.....	.....
16	Ravenswood, L. I.	7 00	.....	.....	.....	7 00
17	Massillon, Ohio	.....	.....	.....	25	25
18	Montreal, Canada	1,690 55	5 00	.....	.....	1,695 55
19	Lapel, Ind.	53 10	.....	.....	.....	53 10
20	Zanesville, Ohio	877 87	.....	.....	25	878 12
21	Richmond, Va.	78 80	.....	.....	50	79 30
22	San Francisco, Calif.	1,286 40	.....	.....	12 75	1,299 15
24	Newark, Ohio	794 37	.....	.....	.....	794 37
26	Rochester, N. Y.	2,895 10	.....	.....	25	2,895 35
27	Reading, Ohio	152 05	.....	.....	15	152 20
28	Brockwayville, Pa.	506 60	.....	.....	.....	506 60
29	Hawley, Pa.	299 04	.....	.....	.....	299 04
31	Spring City, Pa.	245 26	.....	.....	.....	245 26
34	Tarentum, Pa.	2,222 64	27 00	.....	30	2,249 94
35	Laurens, So. C.	531 20	.....	.....	4 25	535 45
36	Marienville, Pa.	139 66	.....	.....	15	139 81
37	Lancaster, N. Y.	535 64	1 00	.....	15 95	552 59
38	Marion, Ind.	1,263 46	.....	.....	12 80	1,276 26
39	Lockport, N. Y.	169 10	.....	.....	.....	169 10
40	Poteau, Okla.	305 42	.....	.....	25	305 67
44	Olean, N. Y.	806 80	.....	.....	25	807 05
46	Parkersburg, W. Va.	124 80	.....	.....	.....	124 80
47	Sheffield, Pa.	1,396 85	.....	.....	40	1,397 25

Branch No.	LOCATION.	By Trade Assessment.	By National Fines	By Loans Returned & Miscellaneous.	By Supplies.	TOTAL.
48	Wilcox, Pa.	122 73	.....	.....	15	122 88
49	Cincinnati, Ohio.	29 50	.....	.....	.....	29 50
51	Redcliff, Alberta, Can.	226 40	.....	.....	25	226 65
54	Medford, N. J.	462 69	.....	.....	.....	462 69
55	McDonald, Pa.	1,340 20	.....	.....	50	1,340 70
56	Checotah, Okla.	25 40	.....	.....	.....	25 40
57	Binghamton, N. Y.	936 35	.....	.....	25	936 60
58	Compton, Calif.	16 95	.....	.....	.....	16 95
60	Terre Haute, Ind.	2,183 81	.....	.....	75	2,184 56
63	Williamstown, N. J.	.....	.....	.....	1 25	1 25
66	Toronto, Ontario.	565 65	.....	.....	30	565 95
68	Alexandria, Va.	100 00	.....	.....	.....	100 00
70	Wallaceburg, Ont.	536 10	.....	47 80	1 00	584 90
73	Bellaire, Ohio.	292 20	.....	.....	1 15	293 35
74	Okmulgee, Okla.	.....	.....	.....	.....	.....
75	Port Allegany, Pa.	521 25	.....	.....	25	521 50
76	Glenshaw, Pa.	434 33	.....	.....	2 90	437 23
78	East St. Louis, Ill.	708 70	.....	.....	1 40	710 10
80	Baltimore, Md.	346 38	.....	.....	75	347 13
81	Chicago Heights, Ill.	1,645 03	.....	.....	4 04	1,649 07
86	Fort Smith, Ark.	109 00	.....	.....	.....	109 00
92	Alton Park, Tenn.	1,257 55	.....	.....	1 10	1,258 65
94	Pittsburgh, Pa.	918 15	.....	.....	25	918 40
95	Tarentum, Pa.	1,404 84	2 00	.....	.....	1,406 84
97	Philadelphia, Pa.	38 40	.....	.....	50	38 90
98	Knox, Pa.	1,378 40	.....	.....	1 25	1,379 65
99	Mt. Vernon, Ohio.	591 02	3 00	.....	8 38	602 40
102	Parkers Landing, Pa.	1,350 97	.....	.....	50	1,351 47
105	Punxsutawney, Pa.	2,041 15	2 00	.....	1 00	2,044 15
106	Columbus, Ohio.	179 20	.....	.....	2 75	181 95
110	Cape May C. H., N. J.	670 40	.....	.....	.....	670 40
111	Three Rivers, Texas.	45 40	.....	.....	.....	45 40
112	Hazelhurst, Pa.	75 90	.....	.....	.....	75 90
116	Upland, Ind.	1,362 25	.....	.....	.....	1,362 25
117	Evansville, Ind.	348 49	.....	.....	50	348 99
118	Baltimore, Md.	971 48	2 00	.....	1 90	975 38
120	Clarion, Pa.	229 97	.....	.....	.....	229 97
121	Bristow, Okla.	4 80	.....	.....	.....	4 80
122	Long Beach, Calif.	178 61	.....	.....	.....	178 61
124	Norfolk, Va.	341 65	.....	.....	3 75	345 40
125	Cedar Grove, La.	111 71	.....	.....	.....	111 71
128	Sapulpa, Okla.	391 20	.....	.....	1 00	392 20
129	Los Angeles, Calif.	1,870 90	5 00	.....	12 45	1,888 35
131	Paden City, W. Va.	135 90	.....	.....	.....	135 90
133	Indianapolis, Ind.	940 36	.....	23 95	2 00	966 31
	Day and Night Bank, Charleston, W. Va., money returned	.....	.....	35 00	.....	35 00
	Interest on:					
	Canadian Victory Loan	.....	.....	550 00	.....	550 00
	Money on deposit	.....	.....	2,373 12	.....	2,373 12
	U. S. Liberty Loan Bonds	.....	.....	4,839 30	.....	4,839 30
	Moore, Charles, certificate	.....	.....	.....	25	25
	Premium, exchange first issue Liberty Loan Bonds to fourth issue	.....	.....	144 54	.....	144 54
	U. S. Treasury Dept.: Redemption, War Savings Stamps	.....	.....	1,000 00	.....	1,000 00
	Redemption, Victory Liberty Loan Bond	.....	.....	5,000 00	.....	5,000 00
	Totals	$65,015 42	$48 00	$14,213 71	$112 57	$79,389 70

Death Beneficiary Department—Income.

No.	Location.		No.	Location.	
1.	Pittsburgh, Pa.....	$660 25	59.	Dunkirk, Ind.....	30 80
2.	Alton, Ill.....	170 60	60.	Terre Haute, Ind...	1,146 30
3.	Streator, Ill.....	523 65	61.	Gas City, Ind.....	90 20
5.	St. Louis, Mo.....	534 80	62.	Poughkeepsie, N. Y.	252 10
6.	Salem, N. J.....	1,729 20	63.	Williamstown, N. J.	337 15
7.	Millville, N. J.....	5,349 30	65.	Winchester, Ind....	9 00
8.	Bridgeton, N. J....	2,138 00	66.	Toronto, Ontario..	549 70
9.	Baltimore, Md.....	3,249 60	67.	Cicero, Ind.....	66 60
10.	Royersford, Pa.....	1,145 40	68.	Alexandria, Va.....	270 50
11.	Millville, N. J.....	385 35	69.	Williamstown, N. J.	45 10
12.	Muncie, Ind.....	308 70	70.	Wallaceburg, Ont..	453 80
13.	Coshocton, Ohio...	29 70	71.	Hawthorn, Pa.....	26 55
14.	Woodbury, N. J...	287 40	73.	Bellaire, Ohio.....	687 40
15.	Milwaukee, Wis....	531 35	74.	Okmulgee, Okla....	27 40
16.	Ravenswood, L. I., N. Y.....	101 00	75.	Port Allegany, Pa..	269 00
17.	Massillon, Ohio....	622 50	76.	Glenshaw, Pa.....	399 40
18.	Montreal, Canada..	1,055 30	77.	Fairmont, W. Va...	32 00
19.	Lapel, Indiana.....	48 70	78.	East St. Louis, Ill..	387 80
20.	Zanesville, Ohio....	595 50	80.	Baltimore, Md.....	195 40
21.	Richmond, Va.....	80 65	81.	Chicago Heights, Ill.	661 85
22.	San Francisco, Calif.	688 50	82.	Toledo, Ohio.....	82 70
24.	Newark, Ohio.....	310 20	83.	Butler, Pa.....	241 30
25.	Clayton, N. J.....	228 90	84.	Minotola, N. J.....	123 40
26.	Rochester, N. Y...	862 20	85.	Kane, Pa.....	19 80
27.	Reading, Ohio.....	262 40	86.	Fort Smith, Ark....	143 40
28.	Brockwayville, Pa..	91 60	89.	Kansas City, Mo...	21 60
29.	Hawley, Pa.....	167 90	90.	Loogootee, Ind.....	17 50
30.	Tampa, Florida....	3 30	92.	Alton Park, Tenn..	609 70
31.	Spring City, Pa....	351 90	93.	Charleroi, Pa.....	303 30
32.	Clyde, N. Y.....	131 70	94.	Pittsburgh, Pa.....	760 30
34.	Tarentum, Pa.....	1,148 60	95.	Tarentum, Pa.....	831 70
35.	Laurens, So. C.....	228 10	97.	Philadelphia, Pa....	340 60
36.	Marienville, Pa....	243 10	98.	Knox, Pa.....	358 50
37.	Lancaster, N. Y....	317 80	99.	Mt. Vernon, Ohio..	328 30
38.	Marion, Ind.....	995 80	100.	Uniontown, Pa.....	21 60
39.	Lockport, N. Y....	134 20	101.	Coshocton, Ohio...	113 33
40.	Poteau, Okla.....	140 50	102.	Parkers Landing, Pa.	700 70
41.	Dunkirk, N. Y.....	11 90	105.	Punxsutawney, Pa..	678 20
42.	Glassboro, N. J....	339 90	106.	Columbus, Ohio...	152 20
44.	Olean, N. Y.....	460 90	107.	Roulette, Pa.....	59 90
46.	Parkersburg, W. Va.	72 52	108.	Lynchburg, Va.....	77 20
47.	Sheffield, Pa.....	413 80	109.	Wheeling, W. Va...	483 50
48.	Wilcox, Pa.....	145 20	110.	Cape May Court House, N. J.....	658 20
49.	Cincinnati, Ohio...	36 80	111.	Three Rivers, Texas	38 60
51.	Redcliff, Alberta, Canada	74 90	112.	Hazelhurst, Pa.....	166 85
52.	Brooklyn, N. Y....	23 30	113.	Jeannette, Pa.....	30 00
53.	Swedesboro, N. J..	56 50	115.	Point Marion, Pa...	83 15
54.	Medford, N. J.....	352 70	116.	Upland, Ind.....	523 75
55.	McDonald, Pa.....	452 40	117.	Evansville, Ind.....	202 30
56.	Checotah, Okla....	127 80	118.	Baltimore, Md.....	378 50
57.	Binghamton, N. Y..	362 30	120.	Clarion, Pa.....	156 90
58.	Compton, Calif.....	4 00	121.	Bristow, Okla.....	1 40

No.	Location.		No.	Location.	
122.	Long Beach, Calif..	54 80	133.	Indianapolis, Ind...	677 80
124.	Norfolk, Va.....	196 60		Premium by Canadian exchange in death claim No. 2494	2 75
125.	Cedar Grove, La...	53 80		Individual assessments	75 80
126.	Anacortes, Wash...	9 80		Total	$45,540 85
128.	Sapulpa, Okla.....	115 50			
129.	Los Angeles, Calif..	626 30			
131.	Paden City, W. Va.	292 70			

Delegates' Expense Fund—Income.

From Special Assessment Levied During March and April, 1923

No.	Location.		No.	Location.	
1.	Pittsburgh, Pa.....	$125 85	54.	Medford, N. J.....	63 55
2.	Alton, Ill.....	9 34	55.	McDonald, Pa.....	126 05
3.	Streator, Ill.....	103 60	57.	Binghamton, N. Y..	116 25
6.	Salem, N. J.....	276 50	60.	Terre Haute, Ind...	132 24
7.	Millville, N. J.....	829 27	66.	Toronto, Ont.....	74 55
9.	Baltimore, Md.....	660 55	68.	Alexandria, Va.....	
10.	Royersford, Pa.....	91 37	70.	Wallaceburg, Ont...	60 84
11.	Millville, N. J.....	33 86	75.	Port Allegany, Pa..	40 20
12.	Muncie, Ind.....	4 16	76.	Glenshaw, Pa.....	43 15
18.	Montreal, Canada..	142 00	78.	East St. Louis, Ill..	80 25
19.	Lapel, Ind.....	26 55	81.	Chicago Heights, Ill.	116 81
20.	Zanesville, Ohio....	87 32	86.	Fort Smith, Ark....	39 70
21.	Richmond, Va.....	39 40	92.	Alton Park, Tenn..	118 10
22.	San Francisco, Calif.		94.	Pittsburgh, Pa.....	25 35
24.	Newark, Ohio.....	117 65	95.	Tarentum, Pa.....	93 96
26.	Rochester, N. Y...	216 20	98.	Knox, Pa.....	135 35
27.	Reading, Ohio.....	28 15	99.	Mt. Vernon, Ohio..	17 43
28.	Brockwayville, Pa..	17 55	102.	Parkers Landing, Pa.	139 38
29.	Hawley, Pa.....	37 25	105.	Punxsutawney, Pa..	181 50
34.	Tarentum, Pa.....	190 11	110.	Cape May Court House, N. J.....	58 15
35.	Laurens, So. C.....	45 80	111.	Three Rivers, Texas	4 45
36.	Marienville, Pa.....	43 84	118.	Baltimore, Md.....	30 56
37.	Lancaster, N. Y....	50 11	120.	Clarion, Pa.....	26 21
38.	Marion, Ind.....	184 02	122.	Long Beach, Calif..	9 34
39.	Lockport, N. Y....	4 90	125.	Cedar Grove, La...	11 64
40.	Poteau, Okla.....	94 83	129.	Los Angeles, Calif..	202 60
44.	Olean, N. Y.....	80 41	133.	Indianapolis, Ind....	96 02
47.	Sheffield, Pa.....	78 35			
48.	Wilcox, Pa.....	13 63			
49.	Cincinnati, Ohio....	2 80			
51.	Redcliff, Alberta, Canada	21 85		Total	$5,700 85

SUMMARY

GENERAL FUNDS.

Balance in Treasury June 1, 1922		$64,691 57	
Received by—			
Trade assessment	$65,015 42		
National fines	48 00		
Loans returned and miscellaneous	14,213 71		
Supplies	112 57		
		79,389 70	
Total amount on hand and received			$144,081 27
Expenditures			70,793 63
Balance in Treasury June 1, 1923			$73,287 64

DEATH BENEFICIARY DEPARTMENT.

Balance in Treasury June 1, 1922	$9,635 30	
Received by death assessment	45,540 85	
Total amount on hand and received		$55,176 15
Paid in death claims		43,250 00
Balance in Treasury June 1, 1923		$11,926 15

DELEGATES' EXPENSE FUND.

Balance in Treasury June 1, 1922	$9,635 32	
Received by special assessment	5,700 85	
Total amount on hand and received		$15,336 17
Paid to delegates to 1922 convention		7,168 00
Balance in Treasury June 1, 1923		$8,168 17

ASSETS OF THE ASSOCIATION JUNE 1, 1923.

United States Liberty Loan Bonds—		
Second issue at 4 per cent	$40,000 00	
Third issue at 4¼ per cent	10,000 00	
Fourth issue at 4¼ per cent	60,000 00	
		$110,000 00
United States Treasury Savings Certificates		996 00
Canadian Victory Loan Bonds at 5½ per cent		10,000 00
Balance in Treasury, General Funds		73,287 64
Balance in Treasury, Death Beneficiary Department		11,926 15
Balance in Treasury, Delegates' Expense Fund		8,168 17
Total		$214,377 96

On November 21 last an appeal was sent out to the trade in behalf of Brother Jack Packer, being authorized by the Bellaire convention. (See case No. 4, page 118 Proceedings).

During the sessions of the Executive Board held in the National Office in February an appeal was made by Branch No. 95 Tarentum, Pa., for financial assistance on behalf of Brother John O'Malley. This went to the trade on February 21. Again, on May 14, during the Preliminary Conference held in Atlantic City the Board entertained an appeal on behalf of Brother Edward Huber made by Branch No. 47, Sheffield, Pa.

The results of these appeals are as follows:

	Branch	Jack Packer	John O'Malley	Edward Huber
6	Salem, N. J.	$10 00	$5 00	
7	Millville, N. J.	7 35	5 30	
*9	Baltimore, Md.	15 00	15 00	15 00
10	Royersford, Pa.	5 00		5 00
18	Montreal, Canada	25 25		
20	Zanesville, Ohio	5 00		10 00
26	Rochester, N. Y.	25 75	19 60	15 00
34	Tarentum, Pa.	12 25		
35	Laurens, So. C.	14 00		
36	Marienville, Pa.			2 93
37	Lancaster, N. Y.	4 35		
38	Marion, Ind.	4 75	14 75	
40	Poteau, Okla.		3 25	
44	Olean, N. Y.	7 00	6 50	
47	Sheffield, Pa.	13 75	7 00	
55	McDonald, Pa.	8 75	8 50	
57	Binghamton, N. Y.	2 00		
60	Terre Haute, Ind.	20 00		
66	Toronto, Ontario	11 60		
70	Wallaceburg, Ont.	7 75		
75	Port Allegany, Pa.	6 00		
76	Glenshaw, Pa.	7 25	6 00	
81	Chicago Heights, Ill.	10 25	9 00	
83	Butler, Pa.	5 00	5 00	
86	Fort Smith, Ark.			7 25
92	Alton Park, Tenn.	12 00	10 00	
95	Tarentum, Pa.	14 50		
98	Knox, Pa.	9 25	8 50	
99	Mt. Vernon, Ohio	5 00		
102	Parkers Landing, Pa.	19 50		
105	Punxsutawney, Pa.	10 50	13 70	
110	Cape May Court House, N. J.	5 75		
116	Upland, Ind.	14 00		
117	Evansville, Ind.	3 00	6 00	
118	Baltimore, Md.	19 25		
129	Los Angeles, Calif.		18 75	
133	Indianapolis, Ind.	9 50	7 25	
	Total . . .	$350 30	$169 10	$55 18

*Note:—In addition to this contribution, Branch No. 9, Baltimore, Md., has been contributing $5.00 per week to Brother Jack Packer.

Too late to be incorporated in the report of last season the following amounts were received for Brothers George Heintz, Frank Steele and Harry Conover:

	Branch	George Heintz	Harry Conover	Frank Steele
35	Laurens, So. C.	$2 02⅔	$2 02⅔	$2 02⅔
37	Lancaster, N. Y.	3 33⅓	3 33⅓	3 33⅓
38	Marion, Ind.	1 26⅔	1 26⅔	1 26⅔
60	Terre Haute, Ind.	0 66⅔	0 66⅔	0 66⅔
78	East St. Louis, Ill.	1 66⅔	1 66⅔	1 66⅔
	Total . .	$8 96	$8 96	$8 96

All matters relating to the finances have been laid before President Voll and he will doubtless give the delegates further information at some time during the sessions on this subject matter.

In conclusion, permit me to express to my fellow officers my most heartfelt appreciation of their hearty co-operation and assistance. The branches through their chosen officers have done their work exceptionally well in connection with that of the National Office.

The problems confronting you as delegates are many and varied, but guided by the experience of the past, you, I am sure, will meet them today as you did formerly, with that courage which is so characteristic of the thorough-going trade unionist.

Fraternally submitted,

HARRY JENKINS, *Secretary,*
Glass Bottle Blowers' Association of the United States and Canada.

ANNUAL REPORT OF TREASURER, HARRY HALTON

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

GREETING:

Again I have the pleasure to submit for your consideration and approval my annual report of the receipts and expenditures of our Association for the year beginning June 1, 1922, and ending May 31, 1923:

GENERAL FUND.

Balance in the Treasury, General Fund, June 1, 1922.....		$64,691 57
Received—		
From Secretary Harry Jenkins for General Fund from June 1, 1922, to May 31, 1923	$71,482 74	
Interest on $10,000.00 First Liberty Loan at 3½ per cent.....	350 00	
Interest on $40,000.00 Second Liberty Loan at 4 per cent.....	1,600 00	
Interest on $10,000 00 Third Liberty Loan at 4¼ per cent.....	425 00	
Interest on $50,000.00 Fourth Liberty Loan at 4¼ per cent.....	2,125 00	
Interest on $5,000.00 Victory Loan at 4¾ per cent.	237 50	
Interest on $10,000.00 Canadian Victory Loan at 5½ per cent.....	550 00	
Premium received on sale of $10,000.00 First Liberty Loan.....	144 54	
Interest received on redemption of $5,000.00 Victory Loan.....	101 80	
Interest received on $1,000.00 certificate of deposit, Bank of North Dakota, Bismark, North Dakota.....	50 42	

Interest received from First Trust and Savings Bank, Alton, Ill., deposit and checking account	1,609 58	
Interest received from Central National Bank, Philadelphia, Pa	121 56	
Interest received from Colonial Trust Company, Philadelphia, Pa	24 77	
Interest received from Producer's and Consumer's Bank, Philadelphia, Pa	60 00	
Interest received from Canadian Account, Bank of Montreal, Montreal, Quebec	146 49	
Interest received from The Alton Banking and Trust Company, Alton, Ill	360 30	
Total amount received from June 1, 1922, to May 31, 1923, for General Fund		79,389 70
Total amount on hand and received in General Fund from June 1, 1922, to May 31, 1923		$144,081 27

EXPENDITURES.

Paid out from General Fund June 1, 1922, to May 31, 1923, by warrants No. 3668 to No. 4196, inclusive	$70,793 63
Balance in the Treasury, General Fund, June 1, 1923	$73,287 64

DEATH BENEFICIARY DEPARTMENT.

Balance in the Treasury, June 1, 1922	$9,635 30
Received from Secretary Harry Jenkins from June 1, 1922, to May 31, 1923	45,540 85
Total amount on hand and received from June 1, 1922, to May 31, 1923	$55,176 15
Paid out in death claims from June 1, 1922, to May 31, 1923	43,250 00
Balance in the Treasury June 1, 1923	$11,926 15

DELEGATES' EXPENSE FUND.

Balance in the Treasury, June 1, 1922	$9,635 32
Expense of delegates to Convention, Bellaire, Ohio	7,168 00
Balance	$2,467 32
Received by special assessment from Secretary Harry Jenkins for Delegates' Expense Fund	5,700 85
Balance in the Treasury June 1, 1923	$8,168 17

BANK ACCOUNTS.

First Trust and Savings Bank, Alton, Illinois—Checking account	$40,720 70
First Trust and Savings Bank, Alton, Illinois—Deposit account	26,854 14
Alton Banking and Trust Company, Alton, Illinois—Deposit account	11,135 25
Central National Bank, Philadelphia, Pa.—Emergency Fund	4,500 00
Colonial Trust Company, Philadelphia, Pa.—Emergency Fund	2,500 00
Producer's and Consumer's Bank, Philadelphia, Pa.—Emergency Fund	3,000 00
Canadian account, Bank of Montreal, Montreal, Quebec	3,671 87
Certificate of Deposit, Bank of North Dakota, Bismark, North Dakota	1,000 00
Total amount of cash in banks, June 1, 1923	$93,381 96

INVESTMENTS.

Second Liberty Loan Bonds at 4 per cent	$40,000 00
Third Liberty Loan Bonds at 4¼ per cent	10,000 00
Fourth Liberty Loan Bonds at 4¼ per cent	60,000 00
Total amount invested in United States Liberty Bonds	$110,000 00
United States Treasury Savings Certificates	996 00
Canadian Victory Loan Bonds at 5½ per cent	10,000 00
Total amount of investments in United States Liberty Bonds, Treasury Savings Certificates and Canadian Victory Bonds	$120,996 00

RECAPITULATION.

June 1, 1923, Second Liberty Loan Bonds	$40,000 00
June 1, 1923, Third Liberty Loan Bonds	10,000 00
June 1, 1923, Fourth issue Liberty Loan Bonds	60,000 00
June 1, 1923, Canadian Victory Bonds	10,000 00
June 1, 1923, United States Treasury Savings Certificates	996 00
June 1, 1923, Balance in the Treasury, General Fund	73,287 64
June 1, 1923, Balance in the Death Beneficiary Department	11,926 15
June 1, 1923, Balance in the Treasury, Delegates' Expense Fund	8,168 17
Total assets of the Association, June 1, 1923	$214,377 96

From June 1, 1922, to May 31, 1923, Secretary Jenkins notified the various branches of the death of eighty-seven (87) members, who were reported to be in good standing and entitled to benefits. The surplus in the Death Beneficiary Department being below the amount required by the constitutional law in said department, assessments were levied on these eighty-seven deaths, making the amount paid by each member for death assessments, from June 1, 1922, to May 31, 1923, eight dollars and seventy cents ($8.70).

I am informed by the branch secretaries that all claims have been satisfactorily adjusted with the exception of Benefit Claim No. 2554, which is being held by the officers of Branch No. 102, Parkers Landing, Pa., until the court appoints guardians for the children of the deceased, who are all under age.

At this time I desire to thank the secretaries of the various branches for their assistance in settling these claims and for the prompt return of the receipts, this being necessary for a complete report to be made by your treasurer to the Auditing Committee.

To President John A. Voll, Vice President James Maloney, Secretary Harry Jenkins, and all members of the Executive Board, I am grateful for their advice and assistance during the year.

To the delegates assembled here in Chicago, I trust that your deliberations will result in such action being taken that will redound to your credit and be helpful in assisting your incoming officers to solve the many perplexing problems that confront our Association and the American Labor Movement.

Fraternally submitted,

HARRY HALTON, *Treasurer,*
Glass Bottle Blowers' Association of the United States and Canada.

SECOND DAY—Afternoon Session

CHICAGO, TUESDAY, JULY 10, 1923.

The convention was called to order by President Voll at 1 o'clock P. M., and the great National air, "America," sung, Delegate Pearson, of Tarentum, Pa., at the piano and the singing led by Delegate Barber, of Millville.

Roll call showed all the officers and delegates, present.

Modification of Vacation Period, Discussion

President Voll then announced the subject before the convention a modification of the vacation period as requested in letters presented yesterday, open for discussion and action.

Delegate Gable referring to his remarks of Monday said he had been impressed by the statement of Treasurer Halton that there were acres of five-gallon water bottles not far from here, ready to be put on the market. He was also impressed by the situation of Branch No. 129, Los Angeles, where there were two small factories making five-gallon bottles and where the Illinois Glass Company, which no doubt Treasurer Halton had in mind, has a warehouse which covers nearly a square of ground and the yard is filled with five gallon bottles which will be shipped in place of those which the two small factories hope to make. If the latter have to close down, the large company is ready to dump its product on the market. If the men in the small factories have to lay off because of the summer stop rule they will have to take a longer vacation than the rule calls for—and likely be out entirely. "In my opinion, we should do something on these appeals that come both from our men and the manufacturers and see if we can't modify the summer stop. By the time I get back our machine men will have had their vacations, but if there are no men to take the places of those on the five-gallon containers and as to that work the factory will have to shut down four weeks, I doubt if they would start again before next spring."

Delegate Speake asked if the general subject of the summer stop was not up to the List Committee for report and if the

question now before the convention was not merely action on the special appeals? If that is correct, action might be taken now and discussion postponed until after the List Committee make a recommendation.

President Voll reminded the delegates that the convention is the all-powerful deliberative council of the Association and can take any subject away from a committee and take action on it, if the delegates see fit to do so. Hence the entire question was open for discussion at this time.

Acting Executive Hawkins further explaining his idea of a modification of the summer stop, said: "It is that the rule should be modified, not simply action taken on special cases or to meet emergencies. The questions that came up in the past will arise in the future. There have been many more requests from men who want to continue at work than from manufacturers. So far as I am concerned, and those who work around me, anyone who has worked all year and would ask for a vacation now would get it—but it should be made optional with our own members whether they take a vacation or not. A rule that has to be forced on the men is wrong in principle. I don't think a convention should make laws which work a hardship on our members. Those of us who want a vacation and can take it ought not to be selfish but rather tolerant of the other fellow who can't afford to take one. All over the country our members are working hard to build up the bottle makers trade and if we force those men to do something which they feel they cannot do—in other words, to take a vacation when their families need every penny they can earn, we are doing them an injustice and giving an incentive to non-unionism and sending those men to work at other trades, where they necessarily take other men's jobs. That is not trade union principle. Our organization upholds the rights of its individual members. Take the case of a man who is in debt and his family in need of the necessities of life; is it trade union principle to force him to stop work? If we insist upon a man doing a thing which is bound to result to his injury that is not fair. I want to be a good union man in every way, but I think we ought to give this subject very serious consideration. It means a whole lot to the union and to the individual. A man needs protection in his right to earn

a living and support his family. If we don't give that protection now, the time will come when we can't give it. I certainly hope that some constructive legislation can be adopted. I am strongly in favor of not only a temporary but a permanent modification of the summer stop rule. Remember, when we take away a man's right to think and act for himself we are taking away his personal liberty and not practicing true democracy in labor.

Delegate Dall added to his protest of the preceding day by saying: "I believe any modification or concession at this time means that the delegates are going to do away with the summer stop entirely. Some men will be working ten months a year and some will not have any work. We modified the rule when we took one month instead of two; then we gave the manufacturers continuous operation, so that while blowers were having four weeks off they could keep part of the plant running and compete with the automatic and flows. Now they are coming in with requests to modify the summer stop; that is merely repeating what has happened every year in every convention—certain people want certain privileges. I am absolutely opposed to giving them any concessions or modifying the summer stop in any way, shape or form."

Delegate Stokes said that while he thought the appeals should be acted on by the convention, he was heartily in favor of continuing the summer stop because when a man works as hard as he is obliged to in a glass factory he needs a vacation. Justice could be done if the convention would act on each appeal as it came in from year to year. If delegates saw fit to grant the appeals they could do so, and if not, they could turn them down.

Delegate Kane referred to the fact that while under the rules blowers were required to take four weeks and machine men two and the flow and feed men could have a vacation if they elected to take it, very few so elected and in all probability that situation would continue until the blowers' work was taken away. He suggested that the stop be changed to another time of year so as to meet the needs of the manufacturers; summer is when ware is needed, and he has to work or lose his business; consequently it is up to the convention not to modify the summer stop, but to change it. Every man wants a vacation—that

is a luxury. The hand ware men have to compete with the machine and meet conditions that actually exist. In his opinion if the question were put to a vote of the trade at large tomorrow the whole summer stop would be done away with. "It is easy for men who have steady employment to insist on the rigid observance of the rule, but its a different question to those who only have a few weeks' work during the year." He cited an instance of a man who after working six weeks, was obliged by the rule to stop for four, which was a great hardship. While no man willingly gives away his vacation, conditions are such that it may have to be modified in the interests of his fellow workmen.

Delegate Branin called attention to the fact that the motion under discussion is simply to enforce the conference agreement. "I am a believer in collective bargaining," he said, "and I don't feel that we ought to come here and disrupt the organization by granting requests that would be in violation of the agreement between the Association and the Manufacturers, which was made through collective bargaining. I believe all these questions are considered in that conference. Some instances are bound to arise when hardships result in an individual case, but to nullify here a conference agreement would cause more injury than enforcing the rule."

Delegate Gaffney said he had worked eleven months and his purpose here was not to consider himself, but to legislate for the best interests of the men he represented. "When I heard the requests and the arguments yesterday it seemed to me they came more from the men than from the manufacturers, and it seems that if smaller plants are shut down the big firms are given a better chance to monopolize the whole bottle industry. They can direct their salesmen to go to the buyers who get bottles from the smaller concerns and notify them that their orders could be filled immediately; that would mean that the large operators would speedily get the business of the small plants. Personally, I hope to have a vacation, but I am here to protect the interests of all the men as well as I can."

Delegate Lambalzer referred to the time when machinery first came into the manufacture of fruit jars and how it had

progressed until today almost all jars are made by machinery. "Is there not danger that a too strict adherence to the rule adopted before the days of the present keen competition would simply help the large monopolies to increase their business and push the small operator to the wall? We want to keep as much of the bottle trade for ourselves as possible, but these big warehouses can absorb an immense amount of stock and throw it on the market when it is needed, to the detriment of the small operator."

Delegate Woods stated conditions had not been good in Oklahoma during this year. The factory committee and the manager had agreed on a plan whereby the men could have vacations and the factory run, but it was very difficult to get men to take the vacant places. In some of the plants both the manufacturers and the men want to run all summer; in others while the men are anxious to have their summer stop they want to arrange so that the factory can keep on. Personally he wanted to see the conference agreement lived up to, but he wanted the men in the organization taken care of.

Delegate Egan: "I am in favor of taking up the individual cases. Men at one time took a 40 per cent reduction in wages on fruit jars, but it didn't stop the machine and no one makes jars by hand now. We might as well recognize that the machine can't be stopped; it is only a question of time until it displaces the blower. Personally, I want to see the summer stop retained; otherwise, it is simply giving away and giving away and the individual being wiped out. In my opinion, better results would be obtained by action on individual cases and adhering as closely as possible to the rule."

Delegate Hoppes: "I am in favor of a modification of the summer stop; the blowers might take two weeks the same as the machine men—I think that would be a good modification."

Delegate Farnkopf: "I am not opposed to a modification, but I don't believe we should do away altogether with our summer stop. Manufacturers might force the big interests into taking hold of the market. At the time blowers had two months' vacation the hand manufacturer controlled the market; if they couldn't fill the orders in the summer they held them until later,

but now the machine works steadily. A man in Baltimore told me that a glass manufacturer was making less than 50 per cent of his production and I have heard the hope expressed that the Illinois and the Owens interests would get together and close during the summer because it is a loss to try to work at that time. Personally, I believe in holding on to the summer stop."

Delegate Koebert offered an amendment to the original motion to enforce the conference agreement, except that men who had not started to work until March 1 should be allowed to work during the summer without a vacation. This was seconded.

Delegate Dall asked, "Does this mean that a man who has not worked any from last summer to the first of March will be permitted to work during the summer? or, does it mean that if a man is out from the first of January to the first of March and then goes to work he can continue through the summer? I would like to know just what that means."

Delegate Gaffney offered as a substitute to the whole, that President Voll be empowered to appoint a committee to consider the entire subject of these requests now before the convention for a modification of the vacation period, hear delegates thereon, prepare a report, and bring it into the convention. This was seconded.

President Voll said before further action was taken he wanted to present the statement of a delegate who is attending his first convention and hesitated to express himself, hence had asked him to put his ideas before the convention. In the locality where this delegate had been working the owner of the plant came to him and told him it was impossible to fill the orders if work had to stop, but he wanted to give vacations to the men and would gladly do so if this Association would furnish men to take those places, and asked him if he could guarantee that. He said, "We have one flow device in that factory; we are in competition with the big interests, who are operating the year around, and unless we can fill our orders for this summer, which are pressing at this time, we will lose the business. We cannot fill those orders if the men take vacations and do not provide others in their places, and we will have to contract for another flow device. If the men can work we will put on an additional blow shop—

and we will do that if the Association can furnish men to work in the shop." You delegates know that the Association cannot do that.

This delegate asked me to make that statement to you—and I would like to say a few words myself. I noted particularly what Delegate Farnkopf said about competition, the control of the market, and because of competition big interests are trying to run the little fellow out of business and doing that by saying to the buyer that he can give him bottles at any time. I am heartily in favor of the summer stop; our men need it, but when an association, as Delegate Hawkins said, cannot furnish men to fill the places while our men are on vacation, are we really carrying out the conference agreement? Are we living up to it? This is something to take into consideration and think about. Remember, there are always two sides to a proposition. As a rule in every contention that comes up there is some merit on each side, and sometimes agreement cannot be reached and there is a locking of ideas — a locking so deadly that men fight and bring on war. That is what caused six million men to die recently.

Now, I am not trying in any way to influence this convention, but I do believe in providing for the perpetuation of our organization. We should go to the limit to ascertain the feeling of every delegate and in my opinion that can best be done by adopting this last amendment which commits the entire subject to a committee. All the delegates can go before that committee and express their opinions and very likely something can be worked out on which everyone will agree. If they cannot agree, then it will be up to the convention to take official action. Remember, this is a deliberative body. Now to deliberate means to compromise. It means give and take. When a body becomes so powerful or autocratic as to be dictatorial in its methods or ways of doing business, then democracy ceases entirely and liberty has failed. Even in our collective bargaining if we are so strong that we can force a man to do things against his will, that may be a possible detriment to the industry at large and particularly to our own membership. It will be well for us to think these matters over carefully.

I appreciate that it is hard work in a glass factory in the heat of summer months, even with the facilities of wind and the cooling apparatus we have today; it is a hardship on a man and a drain on him, physically and mentally; but there is a condition confronting our industry now, and Delegate Farnkopf's remarks brought it to my mind when he told that one manufacturer who was operating an automatic said it would be better for all to stop during the summer. Now, what is the best way to bring that about? Shall we first let these men get a monopoly, reduce the wage scale and working conditions, and then agree to a summer stop? Or are we as an organization big enough to make the sacrifice in order to try to bring about a balance of affairs which may work out to advantage of our own men? That will never be done by agreement between the big interests and the little ones. The large manufacturers will learn eventually for themselves that it will be better to arrange for a vacation for employes. I doubt if any industry in the future will ever stop in the summer or winter because of agreement reached through conference. I think the time has come when the public will not tolerate that. It is a question in some minds whether it is not contrary to the Sherman Anti-Trust Act. True, there is no agreement as to the selling price, but it has a far-reaching effect.

I want to repeat that the vacation which is possible for us to get should be maintained, but we are confronted with the conditions which you have heard described. They are also suggested in a letter I have from a manufacturer in the West, who says, "I want to give your men the vacation which according to the conference agreement they are entitled to. Can your Association furnish us men to put in their places? If not, then can I bring men out of the yard to put in their places?" Now what is your President to answer? If that manufacturer brings men out of the yard to put in the places of the blowers who are on vacation, and we strike the plant, and if we must go before the public to explain, what will the public say? These are a few of the problems in addition to those that have been brought out by Delegate Hawkins and others. You will notice too that our own men are not fully in accord on the summer vacation. It has happened in the past that after a convention adjourned and the conference ended we received letter after letter from individuals

and branches asking permission to work through. The president cannot do anything himself; he only carries out your will. True, if a question touching the preservation of the organization comes up he can take action for the time being and refer to you later. But this is a problem for you to solve. In my opinion you have hit upon an excellent way to go about it by referring it to a committee.

Delegate Frank Carter: "I am from the home of the flow and feed—Clarion. I have been working about ten weeks with bad glass and the company had a chemist and other experts working there trying to discover the cause. The chemist wanted continuous operation through Saturday and Sunday and the manager asked me if that could be arranged. Of course I told him under our rules that would not be possible. They made an investigation and tried the glass and again it was a failure. It is difficult to make a rule that will meet individual cases, but it seems to me if the men here could see the cullet that is around that plant they would change their minds on the modification of the summer stop. That factory has had to spend a great deal of money and has to meet its competitors and get the ware when it needs it during the warm weather. The manager said he would not bother if it was cold weather, but would shut the factory down, but he has to work now or lose his orders.

President Voll put the motion to refer the requests for modification of the vacation period to a committee to hear discussions and opinions and prepare a report and present it to the convention for action. The vote was unanimously in favor of its adoption.

President Voll said that if it were agreeable to the delegates he would not appoint the committee until the next session; on account of the importance of the work he would like to have time to think it over.

He then introduced Mr. Harry Scheck, President of the Chicago Trades Union Label League, who in a short, interesting talk made a strong plea for the purchase of union label goods. The League is arranging to put on a campaign of education during the coming autumn to stimulate interest in the use of union labeled articles, hoping to create such a demand that the stores

will carry such goods in stock. Later the League expects to open a shop for the sale of union label goods. A large parade and a meeting, carried out under the auspices of the League last April and addressed by President Gompers, President of the American Federation of Labor, showed that labor in this city is wide awake and was an impressive expression of its strength. Speaking of the value of organization, Mr. Scheck said that when he was an apprentice in the printing trade a good many years ago he received $1.25 per week, but now an apprentice in his third year for the same work receives $48 a week.

At the conclusion, with the compliments of the Axton-Fisher Tobacco Company, Inc., of Louisville, Ky., Mr. Scheck presented the delegates with a generous supply of cigarettes and tobacco.

On motion of Vice-President Maloney, a rising vote of thanks was given him, with applause.

President Voll called attention to an editorial in a Chicago morning paper on the subject of a school for industrial art and a drive for funds to establish it, as quite apropos the subject of monotony in industry, which he stressed in his report. Such a school would have an influence to develop initiative and create new forms of beauty and utility as against the tendency to standardize, so common in commercial life.

The President then called on Vice-President Maloney for his Annual Report and at the same time expressed appreciation of his official and cheerful co-operation in the work of the Association and the splendid service rendered by him.

Vice-President Maloney's report was full of interest and was given close attention. He not only reviewed the situation in the industry in the different places where he had personally investigated, but also throughout the country at large. It was apparent that he had been a diligent student of industrial and economic history. He offered many suggestions for the further advancement of the trade and brilliantly commented on many phases of political and industrial events during the past year. His address was received with enthusiasm and on conclusion, on motion, was referred to the proper committee. The Report follows the minutes of the first day's sessions.

President Voll complimented him on the comprehensive way in which he had dealt with the great problems that industry is facing today, and appointed the following—

Committee on Vice-President Maloney's Report

Michael Faust, Chairman.....Branch 57
W. L. Tomlin.....Branch 11
Ernest Bell.....Branch 9
William Beatty.....Branch 6
Richard Powers.....Branch 26

Secretary Jenkins and Treasurer Halton then presented their Annual Reports, and these were referred to the Auditing Committee. They showed a total in the treasury of the Association of $214,377.96. During the year, June 1, 1922, to May 31, 1923, eighty-seven members who were entitled to death benefits died and their heirs received $43,250, and this necessitated an assessment per member of only $8.70.

Secretary Jenkins said he would not take time to read the detailed figures in his report, but he urged every delegate to go over the data carefully and have it checked up by the financial secretary of his branch and to make sure that each individual report was correct.

Treasurer Halton was applauded when he said that this marked the close of his ten years' service as treasurer and during that time he had, with the assistance of his friend, Secretary Jenkins, turned into the treasury in interest on Association funds alone $90,000.

President Voll expressed on behalf of the Association keen appreciation of the work of these two officers in safeguarding and augmenting the treasury. Every delegate, he said, could feel assured that the utmost care and good judgment were used in taking care of the finances.

The Annual Reports of the Secretary and Treasurer follow the minutes of the first day's sessions.

Chairmen of the various committees made announcements of meetings to be held this evening and Wednesday. The convention then adjourned to 1 o'clock P. M., Wednesday, July 11, 1923.

THIRD DAY—Afternoon Session

CHICAGO, JULY 11, 1923.

The convention was called to order at 1 o'clock P. M., President Voll in the chair. America was sung with hearty good will, Delegates Pearson and Barber leading. President Voll said the reverberation of the music throughout the building was indicative of the spirit prevailing in the assembly and would have an influence on the public toward patriotism, as all the delegates realized the grandeur and inspiration of the great hymn.

Roll call showed every member present except Executive Board Member Muhleman.

The President announced the appointment of the committee to consider appeals for a change of vacation period, as follows:

Special Committee on Appeals from Manufacturers and Workmen

Mark S. Branin, Chairman.....Branch 7
J. Coleman Hawkins.....Branch 22
William D. Kelly.....Branch 92
Thomas Kane.....Branch 118
John Gaffney.....Branch 81

He also appointed the following:

Apprentice Committee

Frank Koebert, Chairman.....Branch 15
Samuel T. Carter.....Branch 7
Reuben Matson.....Branch 6
William Gable.....Branch 129
James McLaughlin.....Branch 102

Apportionment Committee

Samuel T. Carter, Chairman..Branch 7
Richard Powers.....Branch 26 } Auditing Committee
Louis Colin.....Branch 105
Harry Halton.....National Treasurer
Harry Jenkins.....National Secretary

On motion, the National Secretary was authorized to send a telegram of sympathy to Delegate William Beatty, Branch No. 6, and his family, on the death of his mother, word of which came to him this morning, and he was excused from further attendance in the convention. Secretary Jenkins sent the following message:

"To William Beatty, Salem N. J.:

"The delegates to the Forty-seventh Annual Convention of the Glass Blowers' Association, hearing of the great loss sustained by you and yours in the death of your mother, by motion, unanimously directed me to express their heartfelt sympathy in this hour of your sorrow.

"HARRY JENKINS, Secretary."

Chairman Carter announced that the Auditing Committee had completed its work, and the report was thereupon read by Secretary Colin, and was, on motion, unanimously adopted, as follows:

Report of Auditing Committee

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

GREETING:

Pursuant to the laws of our association, your Auditing Committee, having been appointed by the President, John A. Voll, met in the Philadelphia offices and carefully fulfilled our duties.

We are pleased to report that after a careful investigation of the books of Secretary Jenkins and Treasurer Halton for the year beginning June 1, 1922, and ending May 31, 1923, we find their accounts absolutely correct, and submit the following for your consideration:

General Funds

Balance in Treasury June 1, 1922		$64,691.57
Received by—		
Trade assessment	$65,015.42	
National fines	48.00	
Loans returned and miscellaneous	14,213.71	
Supplies	112.57	
	$79,389.70	
Total amount on hand and received		$144,081.27
Expenditures		70,793.63
Balance in Treasury June 1, 1923		$73,287.64

Delegates' Expense Fund

Balance in Treasury June 1, 1922		$9,635.32
Received by special assessment		5,700.85
Total amount on hand and received		$15,336.17
Expenses of delegates to 1922 convention		7,168.00
Balance in Treasury June 1, 1923		$8,168.17

Death Beneficiary Department

Balance in Treasury June 1, 1922		$9,635.30
Received by death assessment		45,540.85
Total amount on hand and received		$55,176.15
Paid in death claims		43,250.00
Balance in Treasury June 1, 1923		$11,926.15

Assets of the Association June 1, 1923

U. S. Liberty Loan Bonds, 2nd issue at 4 per cent, Serial Nos. 4341, 4342, 4343, 4344	$40,000.00
U. S. Liberty Loan Bonds, 3rd issue at 4¼ per cent, Serial No. 1829	10,000.00
U. S. Liberty Loan Bonds, 4th issue at 4¼ per cent, Serial Nos. 559, 858, 860, 861, 1271, 1274, 32222	60,000.00
U. S. Treasury Savings Certificates Serial Nos. M-210385, C-5016384, C-5430587	996.00
Canadian Victory Loan Bonds at 5½ per cent, Serial Nos. M-012197 to 012201, inclusive, and XX-000876V	10,000.00

First Trust & Savings Bank, Alton, Ill., checking acct.	40,720.70
First Trust & Savings Bank, Alton, Ill., deposit acct.	26,854.14
Alton Banking & Trust Co., Alton, Ill., deposit acct.	11,135.25
Central National Bank, Philadelphia, emergency fund	4,500.00
Colonial Trust Company, Philadelphia, emergency fund	2,500.00
Producers & Consumers' Bank, Philadelphia, Pa.	3,000.00
Canadian Account, Bank of Montreal, Montreal, Can.	3,671.87
Certificate of Deposit, Bank of North Dakota, Bismarck, N. D.	1,000.00
Total	$214,377.96

Recapitulation

June 1, 1923, U. S. 2nd Liberty Loan Bonds	$40,000.00
June 1, 1923, U. S. 3rd Liberty Loan Bonds	10,000.00
June 1, 1923, U. S. 4th Liberty Loan Bonds	60,000.00
June 1, 1923, Canadian Victory Bonds	10,000.00
June 1, 1923, U. S. Treasury Savings Certificates	996.00
June 1, 1923, Balance in Treasury, General Funds	73,287.64
June 1, 1923, Balance in Death Beneficiary Department	11,926.15
June 1, 1923, Balance in Delegates' Expense Fund	8,168.17
Total assets of the Association June 1, 1923	$214,377.96

Officers' Salaries and Expense Accounts

President John A. Voll	Salary	$4,600.00	
	Expense	1,024.01	
	Total		$5,624.01
Vice-President James Maloney	Salary	$3,500.00	
	Expense	1,736.22	
	Total		$5,236.22
Secretary Harry Jenkins	Salary	$3,500.00	
	Expense	630.95	
	Total		$4,130.95
Treasurer Harry Halton	Salary	$2,100.00	
	Expense	622.64	
	Total		$2,722.64

Arthur Muhleman	Wages	$2,208.00	
	Expense	954.61	
	Total		$3,162.61
Cash on hand, account expense		$15.04	
William C. Connolly	Wages	$2,504.00	
	Expense	1,020.67	
	Total		$3,524.67
Robert G. Vansant	Wages	$336.00	
	Expense	299.89	
	Total		$635.89
William W. Campbell	Wages	$488.00	
	Expense	532.25	
	Total		$1,020.25
John S. Roberts	Wages	$560.00	
	Expense	721.49	
	Total		$1,281.49
Albert C. McLaughlin	Wages	$472.00	
	Expense	617.80	
	Total		$1,089.80
Thomas B. Eames	Wages	$547.00	
	Expense	493.19	
	Total		$1,040.19
William Warren	Wages	$460.00	
	Expense	562.82	
	Total		$1,022.82

Branches failing to send their receipts are Nos. 6, 8, 13, 18, 25, 27, 46, 53, 56, 58, 61, 65, 67, 71, 74, 89, 90, 93, 100, 101, 111, 113, 116, 121, 122, 124 and 125.

Your National Officers have brought to our attention the fact that there have been one or two defalcations by branch officers during the past year, and unless receipts are sent in for the audit it is impossible to ascertain exactly what condition the funds

of the branches may be in. We therefore recommend that branches failing to send in their receipts to the auditing committee shall, according to law, automatically stand fined.

Your Committee hereby takes opportunity to commend Secretary Jenkins, Treasurer Halton, and the office assistants, for the efficient method by which your finances are taken care of. Under this method the most scrupulous investigation of their books can be made and errors are almost impossible to occur. We now extend to them our thanks for the assistance given us in our work.

Brother Joseph Bernier of Branch No. 18, Montreal, Canada, has for the past three years, owing to the high exchange rate, taken charge of our Canadian funds. To him we hereby express our hearty appreciation of his efficient, faithful and prompt manner in the performance of these duties.

Respectfully submitted,

SAMUEL CARTER, Chairman.....Branch 7
RICHARD POWERS.....Branch 26
LOUIS COLIN, Secretary.....Branch 105

On the subject of the failure of branches to send in financial receipts, Delegates Egan of Branch No. 6, and Jones of Branch No. 18, were of the opinion that receipts from their branches had been sent in, and said they would make inquiry and try to learn the cause of the delay. Delegate Gaffney suggested that it would be an excellent thing if all branches would adopt the practice of having their books audited every three weeks.

Secretary Jenkins made an earnest plea to the delegates to make a point of impressing on branch secretaries the necessity of forwarding receipts to the national office promptly and also seeing to it that there is a secretary and treasurer in each branch to perform the duties assigned them.

Secretary Colin explained the recommendation of the Auditing Committee as to fines on delinquent branches was in accordance with the action taken in the Bellaire convention.

The report of the Auditing Committee was then adopted unanimously.

"Mother" Jones

The business of the convention was pleasantly interrupted when President Voll presented Mother Jones as "one of the best known women in the labor movement, who has done more for it possibly than any other one person in this country, excepting President Gompers, and who is usually referred to as the 'angel of the miners.' "

Mother Jones, who is now ninety-four years old, gray-haired, but bright of eye and keen in mind, with the active step of youth, in her unique and capable way gave a vivid portrayal of many experiences that she had taken part in during the steel and coal strikes. She cautioned everyone to be on guard against the open shop drive which in 1919 had but one newspaper supporting it and today has three hundred and thirty-nine. A woman of extraordinary strength of character, with a wide knowledge of the labor movement, deep sympathy with the workers everywhere, and a dauntless courage when she believes principle at stake, she has made a great contribution to the progress of labor, very especially taking the part of the weak and oppressed. Through her long, active life she has always and everywhere been loyal to the ideals of trade unionism. Her address was greatly enjoyed and she was given a most cordial reception at the close.

Reports of Executive Officers

President Voll, pursuant to the action of the 1922 convention, which directed that the executive officers should make a report of their activities during the year, called upon Executive Officer Connolly, who gave a very interesting account of his work. President Voll said that it did not do justice to what he had done during the season, but this was characteristic of Executive Officer Connolly, who combines modesty with great ability in his service to the association.

On motion, his report was received, after brief discussion. On motion, the Secretary was directed not to include the reports of the executive officers in the minutes for the reason the special

features had to some extent been covered in a general way in the reports of the president and vice-president.

Executive Officer Vansant's report gave interesting details of a great deal of work in Baltimore, where he himself is actively engaged in the factory. On motion, his report was accepted.

Executive Officer Campbell's work was mainly in southern New York and northern Pennsylvania, and pertaining to factories using the method of production by flow and feed devices. He also called attention to the progress of the non-partisan labor movement in politics. On motion, his report was adopted.

Executive Officer Roberts said that his work in the past year had been rather light. He, too, had been occupied on the foot-bench, but as he proceeded to go into the details of what he had done in the interest of the organization it developed that he had given a large portion of his time to that and had met with a generous measure of success. He paid tribute to Charles Call, a long-time member of the association, who died during the past year. On motion, his report was received.

The hour fixed for adjournment having passed, further reports were postponed to the next session. Announcements were made by chairmen of the various committees of meetings to be held Thursday morning from 9 o'clock to noon.

The convention then adjourned to Thursday, July 12, 1923, at 1 o'clock P. M.

FOURTH DAY—Afternoon Session

CHICAGO, JULY 12, 1923.

The convention was called to order at 1 o'clock P. M., President Voll in the chair, and America was sung.

Roll call showed all officers and delegates present.

Secretary Jenkins read a telegram from the American Flint Glass Workers' Union which has been in session in Baltimore,

and to which felicitations were sent on behalf of the Association from Philadelphia. On motion, these were directed to be entered in the minutes.

Philadelphia, Pa., July 5, 1923.

Mr. William P. Clarke, President,
American Flint Glass Workers' Union, in convention assembled,
Emerson Hotel, Baltimore, Md.

On behalf of the Glass Bottle Blowers' Association of the United States and Canada I embrace this opportunity to express through you the hope that your convention will be a harmonious and progressive one, resulting in much good to the membership and to the trade union movement as a whole, with the further hope that through your deliberations your problems will become smaller and your burdens lighter during the year to come.

JOHN A. VOLL, President,
Glass Bottle Blowers' Association of the
United States and Canada.

Baltimore, Md., July 10, 1923.

Mr. John A. Voll, President,
Glass Bottle Blowers' Association of the
United States and Canada.
Morrison Hotel, Chicago, Ill.

On behalf of the officers and delegates assembled in the Forty-seventh convention of the American Flint Glass Workers' Union, we extend to you and your official colleagues and representatives in convention most hearty greetings. We sincerely hope that your deliberations at this annual session will be recorded as the most progressive and most beneficial to the rank and file in the history of your association and that the Glass Bottle Blowers Association and its membership will ever continue to prosper, regardless of the gigantic problems confronting your organization and organized labor in general, which must be met.

Fraternally yours,

CHARLES J. SHIPMAN, Secretary,
American Flint Glass Workers' Union.

President Voll introduced Charles J. McGowan who gave a short, interesting talk in the interest of "Labor" a weekly journal published in Washington and devoted to the interests of trade unionists and farmers.

The Committee on Apportionment then made their report, Secretary Colin reading, and, on motion, unanimously agreed to, it was adopted in this form:

Report of Apportionment Committee

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Greetings:

Your committee appointed to determine the amounts due the various delegates for time consumed in coming to and going from the convention, after careful consideration submit our report:

The number of days allowed the respective delegates for time necessary in traveling to and from Chicago are as follows:

	Days Coming	Days going	Total Days
Branch No. 1	1	1	2
Branch No. 3	1	1	2
Branch No. 5	1	1	2
Branch No. 6	1½	1½	3
Branch No. 7	1½	1½	3
Branch No. 9	1½	1½	3
Branch No. 10	1½	1½	3
Branch No. 11	1½	1½	3
Branch No. 12	1	1	2
Branch No. 15	1	1	2
Branch No. 18	1½	1½	3
Branch No. 19	1	1	2
Branch No. 20	1	1	2
Branch No. 22	4	4	8
Branch No. 24	1	1	2
Branch No. 26	1	1	2
Branch No. 27	1	1	2
Branch No. 34	1	1	2
Branch No. 35	2	2	4
Branch No. 36	1½	1½	3
Branch No. 37	1	1	2
Branch No. 38	1	1	2

	Days Coming	Days going	Total Days
Branch No. 40	2	2	4
Branch No. 44	1	1	2
Branch No. 47	1	1	2
Branch No. 54	1½	1½	3
Branch No. 55	1	1	2
Branch No. 57	1½	1½	3
Branch No. 60	1	1	2
Branch No. 66	1	1	2
Branch No. 70	1	1	2
Branch No. 75	1	1	2
Branch No. 76	1	1	2
Branch No. 78	1	1	2
Branch No. 81	1	1	2
Branch No. 92	1	1	2
Branch No. 94	1	1	2
Branch No. 95	1	1	2
Branch No. 98	1	1	2
Branch No. 102	1	1	2
Branch No. 105	1	1	2
Branch No. 110	2	1½	3½
Branch No. 112	1	1	2
Branch No. 117	1	1	2
Branch No. 118	1½	1½	3
Branch No. 120	1½	1½	3
Branch No. 129	4	4	8
Branch No. 133	1	1	2

We recommend that the Treasurer of the Association make payment to the delegates on account of amout due under these provisions on the first Friday of the Convention and the balance on adjournment.

Respectfully submitted,

SAMUEL CARTER, Chairman..... Branch 7
RICHARD POWERS .....Branch 26
LOUIS COLIN .....Branch 105
Auditing Committee.

HARRY JENKINS, National Secretary
HARRY HALTON, National Treasurer.

President Voll announced that he had received word that John Fitzpatrick, President of the Chicago Federation of Labor, was in the building. He then appointed a committee of escort,

consisting of John Dall, Vice-President Maloney and John Egan, who brought Mr. Fitzpatrick to the platform. He was given an enthusiastic welcome and was introduced by Mr. Voll as "a trade unionist, first, last and all the time, and one of the most progressive men in the labor movement."

Address by John Fitzpatrick, President Chicago Federation of Labor

President Fitzpatrick on behalf of himself and the City Federation expressed pleasure that the Glass Bottle Blowers' Association had decided to hold their convention in Chicago and hoped they would adopt a rule by which they would meet here regularly once each year. "This is a great city and a central point—you can find none better. We are trying through intelligent effort to bring about the highest standards of living and labor. The great thing in getting together in such meetings as this is that it gives opportunity for exchange of views, which is bound to be educational. If what I say kindles a thought in your mind and you give expression to it and pass it on to another, that is starting an endless chain, and when a lot of men and women are thinking along the same lines they get results. I know the chief thought in your minds is to transact the business that brought you here and I am not going to interfere, but I do want to talk a little about the labor movement; not that I have any more ability or experience than you, but because of my deep interest in it. There is great need in this country today of concerted thought and action—indeed it is the only way to successfully solve the problems before us, and I want to see everyone interested in the labor movement start thinking and to be sure to think right—and think straight. When that is done, actions are always right. When a group of workers get together with open minds and think, a constructive force is created—a force that builds up and will secure a large measure of usefulness and accomplishment in living.

"The Creator has provided an abundance for everyone, but artificial conditions have developed which in many instances have taken away man's natural rights. We want to restore those rights. We want to think carefully and be sure that we

find the right methods. Let us see if the trade unions cannot realize that. We should find courage and strength because of the great victories that have been achieved by labor in the last few years. This is the way it appears to me.

"Organized labor has been charged with much that was not right and fair and effort has been made to discredit it, but that is a part of the burden that we must carry. We have been accused of a thousand things unjustly, and of being destructive—the crimes and conspiracies that have been charged against labor were concocted by those opposed to it. Take, for instance, the open shop movement. Now "open shop" are words that do not belong in the trade unionist's vocabulary; neither do the words "closed shop." The labor movement does not recognize either "open" or "closed" shop; their terms are "union" and "non-union." There was the so-called "open shop" drive which was deliberately brought about, but when the interests saw that trade unions did not pay much attention to it they started closing down, and it has been estimated that over six million workers were walking the streets. The bosses did that to try to break the spirit of the workers; it has been said that "idle hands do the devil's work,"—and they blamed that on the trade union movement, but it was all part of a game and scheme against labor—when there need not have been one idle man in America."

He recounted experiences within the past few years in five great basic industries—food, clothing, transportation, building and coal. "Never before had those industries been involved in a contest with employers at the same time. The purpose was to try to smash labor organizations and overwhelm their spirit. What has been the result? Labor stood firm. The textile workers gained an agreement, and while it was not the kind of an agreement you and I have, yet to get what they did was a great victory. Then the coal miners' troubles came, and the battle against them reached to the administration, and threats were made to call out the militia, but the miners finally got an agreement, which was a victory for labor. Then the great transportation contest and the illegally-issued injunction—which fortunately did not prevail. An injunction that specifically provides that it is issued for the purpose of preventing irrepar-

able damage to property we do not object to, when legally issued, but the injunction which seeks to tie the hands of workers so that they can neither fight nor work, and to deprive them of their constitutional rights, we do object to.

"Unfortunately there was a division among the railroad workers. You know the old adage, 'A house divided against itself must fall,' and experience over and again has proved such sayings, out of the wisdom of time, to be true. A part of our duty is not to permit division; rather, we must do everything in our power to bring men and women workers more closely together in efforts to accomplish their ideals. We must guard against anything that would disrupt our organization.

"Mr. Daugherty said, when he asked for an injunction, that there were a thousand mail trains stopped. Does not that indicate that the strike was efficient in some degree? Why else did the government act? It was a serious strike. What was the outcome? Some say it was lost, but let us see. Two hundred and thirty-four railroads, including some of the largest in the United States, signed an agreement with their men—about a hundred and thirty have not yet signed. Securing that agreement was a victory for labor.

"Again, in the building trades, hostile forces sought to separate the aims of the men; division crept in, and then great effort was made to smash the entire organization. There was a great demand for labor, however, and on the whole the building organizations throughout the country have come out in first-class shape. There may be some division of thought in some places, but on the whole it has been a victory for labor.

"Then there is another great industry—the packing. Some might say at first glance there had been four victories and one defeat. But it is not at all a defeat. No one knows, not even the financiers, what the condition of the packing industry is today. They can't let it go, because if there should be a crash in food the whole country would feel it. They thought they had whipped labor, but they undone themselves.

"Now let us ask ourselves: How far have we developed in our duty to ourselves, our families, the community, the nation, and

posterity? We have a duty to each. We want to get together and take hold and work along in harmony. Let us see. I would like you to think of some figures that I am going to give you from memory so you can get an idea of what we have to do. As a result of the war, in the work of selecting soldiers, it was found that sixty per cent of the boys between the ages of twenty-one and thirty-five in one small southern mill town were mentally and physically deficient. Why was that? Indirectly because of the mills. Their fathers and mothers worked there and didn't have sufficient wage to maintain the proper standards of living and labor and those children suffered—they were broken before they reached manhood. We must continue our efforts for fair wages and good living conditions until they prevail everywhere. Fifty-five per cent of the boys of Pennsylvania were mentally and physically deficient. Think of that, in the greatest manufacturing state in the world! It would look as if industry might be a curse instead of the blessing that it should be. Out of two million boys tested for mentality, forty-seven per cent were found to have the mental development of twelve year old children. Why was that? Why didn't they measure up? The same answer—they were broken by industrial and economic conditions before they reached manhood. Have we measured up to the full standard of our duty? We must do so. I hope this country which was drenched in blood to establish human liberty and freedom, will give its children a fair chance. What will the future be like if that is the type of boys who are to take our places? Let us gird ourselves anew and continue our fight until we gain for childhood that to which it is entitled—good living, education, opportunity to develop."

President Fitzpatrick reviewed the history of child labor legislation in this country and the decisions of the Supreme Court that the last two acts from which so much was hoped were unconstitutional. "Child labor must be stopped in this country; we must never rest until we find some means whereby that evil can be removed. In a census carefully taken it was found that of twenty-two million children of school age, seventy-five per cent were physically or mentally deficient. That shows the great need of our concerted action. We want to remedy that. We want children to be normal and healthy and educated.

Our trades unions are the instruments and have the force and vitality to do the job.

"This leads me to consider political activity. All the way through we want to get together and support men in whom we have confidence and who will work with us to bring about these great constructive measures. Big Business consolidates. We must do the same if we want to get anywhere. Here in Chicago we have an excellent Federation of Labor and I want to make an earnest plea to you men here to take an active part in your state and local federations. Stand together and unite in support of the measures that you want. It is a mere matter of enlightenment and education. Remember that this country is based on liberty and freedom and equality and we want our members to have that to the fullest extent. We have no toleration for destructive methods; let us turn our whole effort to construction. I hold that the interests of men, women and children are supreme and there is nothing material that measures up to or can be compared with that. That is what we make our fight for. If there is a home in the nation that is not secure, the nation is in danger—the home is the foundation. The father must have opportunity, the mother must feel safe, and the children must have all the advantages that can possibly be brought to them so they can develop into the right kind of citizens. When we do that we are doing something worth while. Let us make our fight continually to see that the rights of men, women and children are given the greatest consideration."

On motion, a vote of thanks was given Mr. Fitzpatrick, with applause, for his able and interesting address.

President Voll said—We are all indebted to you for coming here and letting us share in your thoughts and have the benefit of your great fund of information. You have encouraged us to keep on with you and others to secure the advantages you have so eloquently outlined and which are to be gained through organization, education and harmonious action. Your address was splendid and we thank you.

President Voll then introduced another famous trade unionist, "one who is also a fighter, of high ideals and courage,—John Walker, President of the Illinois State Federation of Labor and a member of the Miners' Union."

Mr. Walker was also given an enthusiastic greeting and his address which was rather long was full of interest and inspirational in its message. It was apparent that he spoke with conviction and knowledge.

Address by John Walker, President Illinois Federation of Labor

Among other things he said—"I know that you did not come here to listen to speeches, but it gives me great pleasure to have an opportunity to exchange some thoughts with you; it is in that way that we get hold of what is in one another's minds and often form a broader view of life, and discussing our individual problems we are able to reach a solution. I suppose glass blowers are like other organizations—when they get together they really consider most seriously matters that pertain to their own craft, and about the only time they get interested in the general problems of labor is when one affects them; then, naturally, they turn to the general federation for help and expect to get the support of all the other unions. We should all stand together and help one another; that is what labor federations are for; our interests are all bound up together and one union is affected by whatever happens in another. Before long I think we will look at our problems from the point of view of working men as a whole rather than as members of one industry."

Mr. Walker paid very high tribute to the former president of the Glass Bottle Blowers' Association, Denis A. Hayes, whom he said he had known for many years and whom he characterized as a great labor leader, and he also paid tribute to John Mitchell, long president of the United Mine Workers. His reference to those two men who did such great work in the trade union movement was applauded. He spoke of each as having met similar problems in the introduction of machinery into the industry and that each had worked out a solution on the broadest

principles and with a wide understanding of economic conditions. Speaking of his own industry and some of the advantages of organization, he said that at one time the number of men killed in the mines was six out of every thousand, but organization had reduced that to less than two and a quarter per thousand, and at the same time lengthened the average term of the miner's life and greatly increased his health—through the fewer hours of labor and better working and living conditions.

"There should be the same standard for the employer and employe in requiring honest service, honest pay, and absolutely fair dealing. To accomplish this the method of collective bargaining is the best the mind of man has been able thus far to devise." He also spoke with approval of co-operative stores for supplying workmen with the necessaries of life, of the right quality and at a proper price. He pleaded for a single standard of morals and the maintenance of a high morale. "If men ask for more than is reasonable in wages that is equally as unfair as for the employer to insist upon men taking less than they are entitled to." He urged united action on the part of labor in politics in this country such as intelligent trades unionists of England have taken—"they have formed their own party, built up their organization, and elected their own candidates on their own labor ticket. The real way to build up our power and influence is to get our people together and keep them together and deal with situations as they arise and do constructive, preventive political work.

"It is a recognized fact that machinery cheapens production and if it does not operate in union factories it will operate in non-union ones. It is better to get a scale for the machine, even though it is not what we want. It may hurt us a little, but it will not hurt us half as bad as it will if we do not get control of it. We got control of it in the miners' union and today every man who works on a machine is a member of organized labor. We require men on the machines shall be treated properly. When I first knew your organization I believe you had about eleven thousand members; you may not have as many now on account of the machine, but you have a compact organization and you are respected everywhere for clean, fair upright dealing and for your great work in education and in

strengthening the activity and adding to the prestige of the trades union movement. I am greatly pleased to be with you here and it gives me a thrill of the warm friendship that existed between President Hayes and me during seventeen years.

"Today we are going through a queer period in the economic and industrial situation. A lot of things that seemed visionary in the past are being advocated today by hard-headed thinking men—by Henry Ford for one, who is considered a practical, intelligent man. But to get the best possible for us—that is, the workers—and to make progress toward our ideals, no matter how keen idealists we are, we have to keep our feet on the ground and recognize actual conditions as they exist and deal with them in an intelligent, practical manner. If we do that we will get the best that can be had for ourselves now and make the most rapid progress toward the ideals we have in mind; but if we don't do that, if we are led astray and endeavor to use impracticable methods, then no matter how fine our ideals, how clear our vision, instead of making progress we will injure and retard our movement. That is the thing more than all others combined that has stood in the way of progress in the past and that is the worst menace and the greatest obstacle we have to deal with. For the kind of job we have on hand we must be big in knowledge and moral courage. There is a restless and unreasonable spirit that must be curbed and kept down; constructive work is what is needed. If you can't do constructive work, then it's better not to understand the evils that must be met. We must never be destructive—that doesn't get a people anywhere. Constructive force is a great thing and the labor movement is the greatest constructive force the world has ever known. The problems ahead of us are very complicated—so complex that they need all our strength, so serious they need all our courage, so far-reaching they need all our faith, so delicate, they require conservative effort and all our skill.

"There are two great economic principles which affect us all. They are not written in the statute books but they are the laws by which you make a living for yourselves and those dependent on you. First, as working men you sell your labor; on that depends your home and everything that enters into life—the

kind of education your children will have and what they will develop into. There are a thousand and one things that link up with that bargain which you make when you sell labor. The great necessity of thinking them over to safeguard yourselves in every way you can and the way your union does when you make that bargain—one of the blessings of organization comes in there. The making of that bargain is a highly important act and the only way to do that is through organization. The trades union movement is a great strong instrumentality for your help. If you haven't that then you get the least the employer can give you. There is nothing that means so much to the workers as organization and knowledge in making your bargains and building up and strengthening your union.

"The next question after you have agreed on wages is how to get the necessaries of life at a fair price and of the proper quality and of purity. Those are two fundamental things that enter into every workman's life. My judgment is that if we are to serve civilization as we all hope to do, there is no more effective way than through the trades union movement. We recognize selfish interests in life. They always have and always will exist. Now, we want to unite our efforts on the political field; we want to send men to represent us and make our laws who thoroughly understand what is needed. I said before we are going through the most peculiar period of human history. There is more dependent upon whether we solve these problems wisely or unwisely and with greater consequences of good or evil to humanity than at any other time in the world's history. I hope you men who have all the finest traditions of the labor movement behind you, its best achievements, with a splendid official staff and a membership whose loyalty can never be questioned—I hope you can see your way clear to come wholeheartedly into the movement and take part in national and central bodies, and join unselfishly in the common cause. You have a wonderful heritage in your past, under your former great leader, Denis Hayes. I hope you will all get together in this movement of trade unionism toward more complete freedom and equality, and use your fine system and exert your influence. You can do nothing better for yourself and your children. I know if Denis Hayes and John Mitchell were here they would urge you

to do so, and I know your president, John Voll, well enough to know his convictions, so I feel he would be in sympathy with you."

On motion, a rising vote of thanks was given Mr. Walker for his brilliant address. President Voll expressed approval and added, "We have a law that all our branches must affiliate with the central labor bodies in their districts. We are highly appreciative of your constructive suggestions."

Vice-President Maloney in a brief but very forceful speech complimented the two gentlemen, Mr. Fitzpatrick and Mr. Walker, on their able addresses. He also paid tribute to John Mitchell, saying that a handsome monument was soon to be dedicated to him in the Court House Square in Scranton, his native home. It was made possible by contributions of miners all over the nation, but to his mind an even greater monument to his memory is the devotion and gratitude in the hearts of women and children as well as of men for the great service he rendered, during his life.

President Voll said it was not usual to take up so much time with addresses as had been this afternoon, but these took the place of the usual opening program and to his mind they were highly educational and would be of great benefit, not only to the men in convention, but to those at home when they would receive the reports that he felt sure would be given by the delegates. It was a matter of regret that it would not be possible to include the addresses in full in the minutes; it had not been the practice to give more than a brief outline of talks, and for economic reasons there would be only a short synopsis, but he felt sure the delegates would remember.

Reports of Executive officers were then taken up.

Reports of Executive Officers—Continued

Executive McLaughlin gave an interesting account of the work he had done for the organization in addition to his continual duties on the foot-bench. He gave a history of a number of conferences and meetings he had attended, most of which were in the middle west, and spoke with much appreciation of the

help to the cause generally, given by trade union councils in the districts to which his duties had taken him. On motion, his report was accepted.

Executive Officer Warren then made his report. He represented the Association at the annual convention of the Trades and Labor Congress of Canada in August, 1922, in Montreal, which was attended by five hundred delegates. He gave an interesting narrative of the accomplishments of that body in convention and of the trade union situation in general in the provinces. The Congress attracts a great deal of attention and exerts a weighty influence. He also reported that the Consumers' Glass Company at Ville St. Pierre is now operating one hundred per cent with members of our Association. On motion, his report was accepted.

Announcements were made of committee meetings to be held on Friday morning.

The convention then adjourned to 1 o'clock P. M., Friday, July 13, 1923.

FIFTH DAY—Afternoon Session

CHICAGO, FRIDAY, JULY 13, 1923.

The convention came to order at 1 o'clock P. M. with the singing of America, President Voll in the chair.

Roll call showed all officers and delegates present.

Rail Strike—Jury Trial

Before taking up the regular business of the convention President Voll called attention to several articles in the morning issue of the Chicago Tribune which he thought it well to bring to the attention of the delegates since they related to subjects that were referred to in the addresses of Mr. Walker and Mr. Fitzpatrick and also elaborated on in his and Vice-President Maloney's annual reports. At the top of a page is a large head-

ing, "Rail Strikes now Outlawed—Daugherty. New Ruling Denies Trial by Jury." In addition to outlawing the railroad men, President Voll said—which they had no right to do, as the Railroad Labor Board was never clothed with that authority; and the Supreme Court later decided that the men did have a right to strike—if you remember, when the Pennsylvania Railroad violated the decision on the Esch-Cummins Act the Federal Board waited until the officials of the road had time to get out an injunction. It shows the difference in its attitude between capital and labor; in other words, what might be called discrimination.

Another article in the paper gives the information that the United States Court of Appeals, composed of three judges, has just ruled that the Clayton Act so far as guaranteeing every man the right to trial by jury is unconstitutional. In other words, if there is a dispute between workmen and employers and an injunction is sued out against the men and there is a violation of that by one man—a violation not committed by the organization—there is no trial by jury—the Clayton act is set aside so far as it guarantees that right and declared null and void. Mr. Daugherty repeats what he said at the time he sued out the injunction—that no extensive strike on railroads will ever again take place. If he and his associates and the interests they represent have their way they would outlaw labor organizations,—that was the purpose of the injunction. Since that time two or three judges have decided labor does have the right to organize and didn't do anything wrong when it struck. That question is pending in the courts. You see how necessary it is for us to think and keep calm counsel at this time, and to act together. The judiciary must be curbed; it is becoming tyrannical and (as we suggested in our report) has gone to the point when it is not only deciding but is actually arrogating to itself the power to make law. Every day it is deciding the policies that we must perforce live and work under. People must take that into consideration. Let me call attention to the fact that Mr. Daugherty's injunction was issued by a judge appointed at his request by the President, when the number of judges in that particular federal court was increased.

On Labor Day of last year, with President Gompers, I was invited to say a few words in Philadelphia. The morning papers carried an article saying that in accordance with the Attorney General's office or the Department of Justice, labor leaders had better watch their step. Referring to this we quoted James Whitcomb Riley's "The goblins 'll get you if you don't watch out," and stated further that we were going to say what we wanted to say whether the "goblins" got us or not. The newspapers took up this matter and said that labor leaders were willing to go to jail for their faith, and it is my belief that they are. However, too often the press is at fault for stirring up a feeling which if carried to its conclusion would mean an upheaval in society, and by all proper means within our power we want to avoid that.

In another column of the Tribune are a series of statements alleged to have been made by Magnus Johnson, the Farmer-Labor candidate for United States Senator from Minnesota, which is written in a style that would lead you to believe he is an uneducated, illiterate man. That is all done for a purpose —to belittle him. But he says, in answer to the question as to what he regarded as the most important question before the American people today—"the biggest question is the gap between what the farmer gets for his grain and what he has to pay for what he eats and wears." Now, that is the biggest gap. Then he says, further along, "I will not support the tobacco or the sugar bloc, nor any railroad, steel, beef or money bloc, or the Wall Street bloc, or join the society bloc in Washington or the Golf Club, but I will support the farmer's bloc, and labor's and the soldiers' and the mothers' bloc, and the legitimate business men's bloc which co-operates with those others, for the nation's prosperity." The man who will do that will certainly do an excellent thing for his country.

In another column reference is made to the visit of General Dawes with "Uncle" Joe Cannon. You remember Dawes, of "hell-'n-maria" fame? He is forming an organization of what they call "minute men," avowedly to protect the constitution and laws of our country, but in the course of the address that

he made he is credited with saying "labor must bow to the open shop."

Now, what are they going to do? They are going to organize the minute men—or, as we said the other day, they propose to wrap the flag of patriotism around something that is oppressive and would take away our liberty and clothe it in such guise that people in general will fall for it, as they have in the past. I hope they won't fall for it this time.

On another page of the same paper is an article which says that political leaders of the Republican party of seven states have met in this city and are howling about "the radical peril" out in the highways and hedges.

Now when such men as Daugherty seek to be leaders and judges and under the guise of interpreting the law are imposing on the citizens of this country, we feel it is time to call attention to the real state of affairs. Labor does not counsel outlawry. No body of men is more loyal to the constitution and the laws of our country than are members of labor organizations. It might be well to refer these self-appointed critics to the words of a great churchman and theologian of the Fourteenth Century who said "laws that are made not in right accord with the laws of God Almighty are always inimical to right reason, and are not laws at all; they are a species of violence and the citizens are not expected to obey them." Just such we class the decisions I have referred to. About three hundred years ago another great churchman took issue with the divine right of kings to rule, and he was so well fortified with reason that presently kings no longer were held as divinely right. And in their day those two great men were called the names which in this day would mean anarchists and radicals. Just so when we look forward to relief from oppression and unjust discrimination and seek to get it by fair, proper and legal action—if it does not conform to all the old setback precedents established in the past, we are called radicals and anarchists—and we no more deserve it.

In view of the able, progressive messages that were given you yesterday, each of which was permeated with the rule of right reason and fair dealings between men, and considering the

great economic, social and political problems before the country, I thought it well to call your attention to these public statements. Again I say, I don't believe there is a body of men anywhere on earth more devoted and loyal to the country and its institutions than organized labor." (Applause)

Secretary Jenkins requested that if any of the delegates met with a member of the organization by the name of Charles Miller, during their stay in Chicago, they would try to learn his address and report it to the convention. It seems that he has been reported missing for some time.

Ruling—Lost Time and Wage Rate

President Voll stated that members of a factory committee in Baltimore, John Butz and Milton Roeth, had asked him two questions and requested a ruling and he would submit them to the convention as the law-making power. He said he doubted the wisdom of making a drastic decision that could not be modified, on either question, because they were not of enough importance to justify calling the men on strike but likely could be solved by the exercise of patience and considering them in conference. At present, the desire is to make a record of the questions and refer them to the incoming officers for attention and action.

Secretary Jenkins then read the questions, as follows:

First: "If there is a shop that has an average pay of $7.25 per day, and has lost one hour on account of pot setting during that pay, and if during the next pay they should work on day-work basis and also lose one hour on account of pot setting, has the firm the right to deduct that one hour from their pay, while working on the day-work basis?"

Second: "If a shop is working a job that pays day work and only works said job a part of the day, after which they are put on jobs that are only worked on the piece-work basis, shall they receive day work for the entire day or only for the time they worked that particular job that pays day work?

President Voll added: On the first question there is a principle involved and in the opinion of the Chair the men should be paid for the hour. As to the second, there may be doubt as to whether we can secure that without an agreement because the hand blown department does not have the rules for two turns as the machine department has; consequently, we haven't the same opportunity of saying 'we will work piece work for this one turn.' It is a question in my mind whether they work piece work or day work for an hour or two. If the moulds are changed and they happen to get a job at which they could make more than their day's work they would certainly want all the money they could make. Since there is no agreement on that it would seem to be wise to take it up in conference.

On the same subject Delegate Speake said: In Baltimore just now a great many different jobs come in and the manager gives the men day work. We couldn't make anything on piece work. It may be a three-gross order but it's settled on a day-work basis. It may take three hours to make that three gross and at the expiration of that time the manager comes and asks you to go on a job that is piece work and yet only pays you for day work. That is breaking up the entire day. Suppose they only have to pay for the time we work on the day basis—if you have bad glass you may lose a lot of time; you may work two hours and as far as appearances go the glass looks fair and you are told to start in the regular order on piece work basis, but the glass may not prove to be good. I believe if a factory is permitted to go along and just pay for that which is done on the day-work basis it doesn't work out fair to our men. I think this should be taken up in conference and some decision arrived at because there is a principle involved, and if there is any way by which we can get an agreement on that it would be a good thing. We should try to have it settled without entailing loss to our members.

On motion, Secretary Jenkins was directed to make these questions a matter of record and refer them to the next conference.

Reports of Executive Officers—Continued

President Voll then called for reports of executive officers, of which three were yet to be presented.

Executive Officer Eames made a very excellent and interesting report of a large amount of work performed by him in the interest of the association during the last year. It was listened to with close interest and applauded at conclusion. On motion it was accepted.

He referred incidentally to the fact that in some places where the bonus was in practice assessments had not been paid thereon. This led Delegate Dall to make the comment that in dealing with the automatic machine where members were employed it sometimes happened that when men got off the footbench and went to work on the feed device or the Owens automatic they forgot their organization and let up on the payment of assessments. The man who stays with the ship is a union man he said, but too often there are those who are only card men.

This brought out statements from a number of delegates, including Messrs. Pennypacker, Egan, Rihn, Thompson and others, who said that so far as they knew members in their branches had paid assessments on whatever bonus they earned. Explanation was also made of the bonus system, and that Executive Officer Eames did not say that all men who got a bonus failed to pay, but only that some men did.

Executive Officer Muhleman then made his report, which he prefaced by saying that during the past year most of his work had been for the Ohio Federation of Labor; however, it developed that he had done a large amount for the association as well. On motion, his report was received.

President Voll then asked Acting Executive Officer Hawkins to report on the special work he had been asked to do on the Pacific Coast, and he responded with a very interesting verbal report. He had not been certain that he would be able to attend this convention, and hence had not prepared a written report; he attempted to do so on the train, but could not on account of the heat, which made him ill, and he had not been able to put it into written form during the convention. He gave a history

in detail of the situation on the Pacific Coast, especially in San Francisco, and of the lockout of organized labor by the Illinois Glass Company there. Also of the assistance given him by the co-operation of the mould makers of the American Flint Glass Workers' Union. The work has been very long and at times trying and discouraging, but he was optimistic on the outlook for the future. On motion, his report was also accepted.

Delegate Gable, on behalf of Branch No. 129, Los Angeles, of which he had been an officer during three years, expressed appreciation of the work of Acting Executive Hawkins on the Pacific Coast, and thanked him for it.

President Voll called attention to the fact that during all this active work of Delegate Hawkins he had been engaged in working in the factory and had done the work for the association in addition, even when he was taking care of the strike and lockout.

President Voll announced that a conference had been arranged between representatives of the Chicago Heights Bottle Company and the Association next Monday evening. Delegate Gaffney, President of Branch No. 81, expressed satisfaction that a conference had been arranged and said he believed it would result in much good not only to the members immediately concerned, but to the entire organization. Delegates Dixon and Wallace had a sample of ware from the stopper grinding department of that company and requested that it be taken up in the conference and considered, with the conditions under which it is made.

Jurisdiction—Flow and Feed Devices

An interesting discussion took place on the question of securing jurisdiction over feed and flow devices. Delegate Lippert asked if it was the duty of local branches to try to get jurisdiction. President Voll replied, "Yes. It is well for them to do just as much as they possibly can, and to give hearty co-operation to the efforts of the national officers." He added: "A great many things have been taken up, but we don't always get results, and sometimes we are led to believe that we have

secured the thing we desire and afterward get word that the company has decided not to make an agreement."

Delegate Lumley discussed the situation in Salem and said he felt that Branch 6 had done its full duty, but sometimes men wouldn't work on the flow, and, again, if the manager didn't want to put an organized man on the machine it was very easy to make conditions so impossible that a man couldn't stay after he was given a job. He cited instances where blowers had been put to work in other positions and raw men from the yard brought in to operate the flow and working conditions were such that no one could blame men for refusing. It was not fair to say the men back home are not doing their part, because most of them are and are doing it well.

Delegate Dunlap also discussed the position of the men working on the flows in East St. Louis. He said there are eight feeders there and it took over a year to get that place organized. "We hadn't any agreement but our men went to work and I want to give every man credit for what he did. When it comes to a man being changed from a skilled to a semi-skilled worker, by reason of the automatic, it often takes tact and patience before he realizes his obligation, but we have kept on until all our men are paying dues and assessments, although we haven't as yet secured an agreement."

President Voll and Vice-President Maloney each assured the delegates there had been no intention on the part of anyone to criticize any particular branch or men, but merely to recognize a situation that exists and try to overcome it as far as possible.

Delegate Rohrbacher of Branch No. 5 asked permission to introduce a resolution from the floor and, there being no objection, presented the following:

"We, the members of Branch No. 5, recommend that the Glass Bottle Blowers' Association go on record as in favor of the manufacture and sale of beer and light wines." This was seconded by Delegate Farnkopf, and without debate, was adopted.

The Committee on Automatic Machinery having concluded its work, the report was read by Secretary Tibbles and, on motion, was unanimously adopted as follows:

Report of Committee on Automatic Machinery

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada.

Fellow Delegates:

We respectfully submit the following rules for your consideration:

Section 1. Six days or six nights shall constitute a week's work, but operators will be required to work on Sunday when necessary to put their machines in order for the coming week. Thirty-two hours will constitute the week-end stop. Starting and quitting time shall be left to the option of the different factory managers and the Branch.

Section 2. Operators are to report bad glass, defective machines, moulds and tools, to the factory foreman as soon as discovered.

Section 3. All operators shall receive their earnings in full in cash every two weeks, and not more than one week's earnings shall remain unpaid when this payment is made.

Section 4. Any operator holding a place and desiring to quit work must give notice to the manufacturer and continue work for five consecutive days immediately thereafter. If managers desire to discharge operators they must give them the same notice with the same rights. Parties giving or receiving any such notice shall immediately notify factory committee of same, and under no consideration shall cards be granted or settlement made during the year unless this has been fully complied with. This rule shall not be so construed as to prevent managers from discharging operators on sight for violation of this rule.

Section 5. The following holidays shall be observed in the year:

Labor Day and Night
Christmas Eve, Day and Night
Thanksgiving Day and Night
Fourth of July Eve, Day and Night
Decoration Day and Night,
or the day set apart when any of the above fall on Sunday.

Section 6. The right of the managers to hire and discharge employes is acknowledged, and it is understood when an operator is to be hired he shall be a member of the Glass Bottle Blowers' Association, providing said Association shall be able to furnish experienced or satisfactory operators; and in case it is not, then help may be drawn from any source at the option of the manufacturer, and any operator so put up shall at the end of six months be taken into the Association.

Section 7. Each operator, if he so elects, shall be entitled to two weeks' vacation during the year, said vacation to be taken at a time to be agreed upon with the factory manager, so as not to interfere with the successful and full operation of the factory during the months of June, July, August and September.

Section 8. No change in the rules or wages shall be made until acted upon by conference of officers of the Glass Bottle Blowers' Association and delegates from the factories employing their operators.

Section 9. The number of operators permanently employed operating upon any automatic machine shall be determined by the manufacturer operating said machine, and the duty of such operators shall be defined by each factory manager.

Section 10. Wages of operators shall be 60 cents per hour, except repair work, on Sundays and Holidays, shall be 90 cents per hour. We recommend a 25 per cent increase in wages.

Section 11. A conference of the officers of the Glass Bottle Blowers' Association and the Manufacturers employing their operators shall be held during the month of August of each year. At such conference the rules and wages shall be adopted for the coming year.

Section 12. The operation of any and all types and kinds of automatic glass gathering, blowing and pressing machines coming in the future under the jurisdiction of the Glass Bottle Blowers' Association, shall come under these same rules and wage scale.

Section 13. There shall be no cessation of work in any factory, pending the adjustment of any disputes or differences between the firm and Branch, unless on instructions of the Executive Board of the Glass Bottle Blowers' Association.

Section 14. Notice of any changes to be requested shall be mailed to the presidents of our Association and the Manufacturers sixty days prior to the annual conference.

THOMAS KANE, Chairman	Branch	118
WILLIAM C. CONNOLLY	Branch	12
CHARLES E. THOMPSON	Branch	94
JOHN EGAN	Branch	6
JOHN WALDMAN	Branch	7
FRANK LAMBALZER	Branch	37
LESLIE WARREN	Branch	18
EARL WEISS	Branch	24
FRANK PETTY	Branch	27
LAWRENCE TURNER	Branch	60
WILBURN S. HYATT	Branch	117
ALBERT RIHN	Branch	76
JOHN S. CURRIE	Branch	75
JOHN. FIGEL	Branch	133
JOHN NOGAR	Branch	112
ELLIS TIBBLES, Secretary	Branch	3

The only changes suggested in this report from the one adopted last year consist in the provisions of thirty-two hours constituting a week-end stop; a holiday of the Eve of the Fourth of July, and recommending a wage increase of 25 per cent.

Delegate Farnkopf spoke of the practice that has grown up in some factories where agreement had been made on the flow under which manufacturers insisted upon blowers working as apprentices on the machines the first three months at the rate

of 50 cents per hour. He thought that when a man had served fifteen or twenty years in the trade and had been a loyal member of the association all that time he should not be forced to serve three months' apprenticeship in any department.

President Voll explained—This proposition was offered the manufacturers as a compromise the year of the break; that is, that our men be taken on and work three months at the rate of 50 cents per hour and after that they should receive the wage scale which was in force the year before, of 66 cents per hour. The manufacturers refused, and the result was a break in the conference. Last year we asked again for 66 cents per hour, and for overtime but failed to get it. We finally made a proposition of 60 cents per hour flat; the manufacturers still held to 50 cents, but finally came to 55 cents and then to 60. We sent a circular to the trade which stipulated that 60 cents an hour was to be paid to all men who went on the flow, no matter whether they were experienced or not. Unfortunately the chairman of that conference put a construction of his own on the agreement whereby he only paid a new man 50 cents an hour. The national office did not know anything about that until we got word from some of our branches and then we took steps to correct it. However after the 50 cents per hour got into practice in that way we were unable to stop it at the time.

Delegate Hann spoke of the fact that men in Millville on the machine worked straight through eight hours and were not given time for lunch but ate in the pit which was always full of smoke and grease. He didn't know, in answer to a question, whether the manager had been requested to allow the men lunchtime or not.

A report of men working under the scale at Salem was discussed by Delegate Lumley who said when that occurred it had been by reason of men coming in there and offering to take less, but as soon as the committee learned of it it was stopped and the full wage insisted upon. Delegate Egan made a similar explanation.

President Voll deprecated any such practice as men going in under the scale. This had occurred in some instances where there was a so-called efficiency expert who was trying to make

a record for himself by cutting down expenses. He cautioned the delegates that experience had shown that the best method of organization was to go slowly but surely, and to act with discretion. "A few years back some of our men refused to take hold of an automatic machine, so we had to overcome their aversion and at the same time we were endeavoring to secure jurisdiction of the machine. That required conciliation on both sides. We have been able to carry on our work by appealing through conference, without expense to the association, and up to this time we have met with a large measure of success."

He then read from the report of the wage conference the following: "We have agreed to the 60 cents per hour as a minimum wage rather than break here without an agreement, but we do not feel that the Manufacturers who are now paying 66 cents or more per hour should take advantage of this reduction, as we consider the wages now paid on the feed and flow are not up to the standard."

Continuing, he added—We notified them that 60 cents was the minimum. But sometimes I wonder if it is best to establish a minimum wage. Of course you know that is a low wage on the automatic machine, as I said in my report and gave my reasons therefor—and I can back them up. We will build up our organization if we can get our men on those machines. We have found however when we cannot get an agreement with the manufacturers for 60 cents per hour, members of our association go in and work for less than that and operate the machines.

After further discussion which was taken part in by Delegates Egan, Thompson and Hann, President Voll said the matter of having time to eat would be taken up in the next conference, and he doubted if manufacturers knew about or would allow the practice of men staying in eight hours continuously.

"The question of Sunday work has been taken up from time to time with the manufacturers," he said, "and I think we can be almost safe in saying that before long we will have one day's rest in seven, at least. Our hope is to stop the machines Saturday night and eventually Saturday noon—at least we will try to bring that about. The chances are there may be over-produc-

tion in the industry, which would be one reason why the machines might be stopped Saturday noon. We are going to make a great effort to cure the long hours at Ball Brothers where the men work twelve hours and have for years. Industry must give way to humane consideration. A good many large industries—the Pennsylvania Railroad for one— have accepted organization as a principle, even though it is confined to its own employes. Labor and capital are getting closer together, and we who are on the firing line cannot go too far in our demands because if we do the sentiment now in our favor would change and it is easy to undo a lot of good work—especially when the public press is owned and controlled so largely by those opposed to labor. I keenly realize how necessary it is for a man to have good wages and steady employment, and there is a way to bring that about. It cannot be done individually but only through organization and we must keep on until we accomplish the great ideals we have before us, which takes time, patience and work.

The hour of five o'clock having arrived the convention, under the rules, adjourned to nine o'clock A. M., Saturday, July 14, 1923.

SIXTH DAY—Morning Session

CHICAGO, SATURDAY, JULY 14, 1923.

Convention was called to order at 9 o'clock A. M., President Voll in the chair. America was sung, Delegates Pearson and Barber leading.

On motion, three members of Branch No. 81, Chicago Heights, Charles Schulz, Secretary, Charles Braun and Pearl Lamb,— were given permission to sit in the convention.

Roll call showed all officers and delegates present, except Acting Executive Hawkins, reported ill.

The Committee on Apprentices presented their report which was, on motion, adopted as follows:

Report of Committee on Apprentices

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Fellow Delegates:

Your Committee on Apprentices respectfully submit the following for your consideration:

After thorough inquiry among the delegates we find that automatic machinery is displacing our members in all localities and very few of our men are given preference to operate the new method, but are either thrown out entirely or given work around the factories; therefore—

We recommend that there shall be no apprentices taken in either the blown ware or machine departments for the blast of 1923-1924.

FRANK J. KOEBERT, Chairman.....Branch 15
WILLIAM GABLE.....Branch 129
SAMUEL T. CARTER.....Branch 7
JAMES McLAUGHLIN.....Branch 102
REUBEN MATSON, Secretary.....Branch 6

Chairman Barber of the Appeals and Grievance Committee formally presented an appeal, which had been handed to him, on behalf of Mrs. John Platz of Pittsburgh whose husband, a member in good standing, died recently leaving her with seven children, the oldest of whom is twelve years and the youngest thirteen months. After the sickness and funeral expenses were paid she was in debt. On motion, a collection was authorized to be taken. The sum realized was $50, which was directed to be sent to Mrs. Platz.

Vice President Maloney took the chair and briefly spoke of President Voll's well-known interest in all questions that touch

the well-being of the wage earner as well as of society in general, and in the work of three great humanitarian and religious organizations well-known to organized labor—the Federal Council of the Churches of Christ in America, composed of eighteen Protestant denominations, the National Catholic Welfare Council, and the Jewish Welfare Federation. He said that President Voll had made an address on "The Worker and Ownership" at Milwaukee a few weeks ago at a meeting of the National Catholic Welfare Council, at which there were a number of famous speakers. His address was very highly spoken of in the public press and it was the earnest desire of the members of the official board that he repeat it here. This announcement was received with applause.

President Voll then delivered the address in question, prefacing it by saying—The churches of the United States—Protestant, Catholic and Jewish—are extending sympathy and cooperation to organized labor and to organized capital for the purpose of trying to bring about a better understanding in industry and in government throughout the country. This has been going on for upwards of ten years and has developed into a strong, friendly relationship of co-operation. It is possible that if it had not been for the stand the churches took on the open shop question, organized labor would have come out a great deal more battered in that contest—this is true because of the unequivocal position taken by those religious bodies in opposition to the open shop. We are in communication with the Federal Council of the Churches of Christ, the Catholic Welfare Council, and in a manner with the Jewish organization.

Our first contact came through individual members when we delivered an address before the Academy of Political and Social Science in Philadelphia on "Collective Bargaining in the Glass Bottle Industry." In that we mentioned what the Federal Council of Churches had done in investigation of the steel strike of 1910. Afterward a representative of that body asked for a copy of the address, and since that time we have been in very close relation with him and other officers.

About a year ago I was invited to attend a meeting in New York, together with other representatives of labor organiza-

tions and gentlemen connected with the three religious bodies. The subject under discussion was the policy of the Council as affecting its relationship toward organized labor. They had been in sympathy with labor but felt that perhaps they had gone too far. Criticism of the steel trust and the report on the steel strike had brought so much opposition and falling off in contributions that members of the Council felt that possibly it was best to take a neutral position in the struggle that was going on between capital and labor in the open shop drive.

The meeting was held in the home of Mr. Hatch who is a fair, liberal employer, deeply interested in the work of the Council of Churches. He outlined its purpose and was followed by speakers representing the various groups assembled. The Secretary of the Council in a very able address made the statement, 'We are in sympathy with organized labor; we believe in it—believe that it is necessary, but while the church sympathizes with labor, we feel it should remain neutral'—and gave the reasons. The representatives of labor took a different position and when it came our time to talk we said we didn't see how the church could remain neutral. It was the instrument that abolished slavery—not organized labor, nor the state—it was the church. We took the position that there is no such thing as neutrality of the church in this fight; that organized labor did not need the sympathy of the church, but its co-operation, and if there was any sympathy to be given it ought to be given to the church itself. We said that without any reflection on the church or christianity.

You will agree that there are two great materialistic forces striving for mastery today. One is capitalism, which has no soul, and the other is bolshevism. Now here is labor co-operating with the churches, and religion needs the help of labor, very especially because science in its researches for the health and enrichment of humanity has let religion go. Science will have to come back to religion ultimately. But sympathy is needed for the church because with these two great materialistic forces at work it is between the upper and nether millstones and in danger of being crushed if they come together and begin to grind.

The result of our deliberations was that representatives of the Federal Council decided it should be more active than ever in co-operating with labor, and since that time its actions have shown that it is carrying out that policy. Just recently it challenged Mr. Gary's statement on the eight-hour day.

About a year previous I was invited to write an article for the Annals of the American Academy of Political and Social Science on the relation of the church to industry, which was published by the Federal Council of the Churches of Christ and the National Catholic Welfare Council in co-operation. In that article we had occasion to refer to the Encyclical of Pope Leo XIII on "Conditions of the Working Classes," and referred to the fact that not much attention was paid to it from the time it was written until 1910, it being allowed to lie dormant; the Catholic church especially did not make much effort to see that it was brought forward to help conditions of society and relationship in industry—the purpose for which it was written. It was first brought into practice through a committee of the Federal Council of the Churches of Christ making an investigation into the Bethlehem steel strike in 1910, which was caused by a few machinists refusing to work on Sunday.

There are a great many distinguished and able men connected with those three bodies and we want to impress on the minds of all who are here that the publications of those associations are eminently helpful and we want to urge upon you to read them at every opportunity.

Those religious bodies can also be greatly helpful in co-operation with labor toward eliminating the parasitic element in society, or what might be termed a barnacle upon industry. As illustration:— there are about 35,000,000 farmers in our country and, according to some of our best informed minds, there are about 19,000,000 food distributors and their dependents living off of what the farmer produces and what the wage earner pays for his product. They produce nothing—they simply give service. Service, of course, is required to distribute food, but in every hamlet there is a surplus of stores that could be done away with. There are distributors of all kinds who want to do something beside productive work or contributing something original to so-

ciety. This is a parasitical condition in society which co-operative action on the part of the producer and consumer could largely eliminate. In addition, it would have a tendency to do away with the imposition of exhorbitant freight rates that are so burdensome to the masses at the present time.

These are some of the things we are trying to do with the help of christianity. Christianity is the defender of the wage earner. It is true we find in the development of human kind that christianity could not always function as it wished; that is to say, do things in the interest of the masses that were morally and materially right; it has had to bide its time and it is a great moral influence that has been hampered in the years gone by, though it has had many great leaders—men of broad vision. No one can deny that its advance and progress have been wonderful. Co-operating with organized labor and trying to co-operate with capital, it is doing much good work. A change is coming about throughout the world and it is our duty to try to influence men's minds to take part in this change so that conditions can grow better and better for all humanity.

President Voll then made his formal address, at the conclusion of which, on motion, with applause, it was directed to be spread on the records and included in the minutes.

THE WORKER AND OWNERSHIP

By John A. Voll, *President, Glass Bottle Blowers' Association.*

It might be said of this subject that it is as yet uncharted in that its application has been practically denied, other than through establishment of the private ownership of property, and occasional gifts to workers in industry of a share in the business. In the few instances of note, however, in which a just and legitimate share given in the business amounted to anything worth while, it has been held up and considered in the light of a great act of philanthropy. It is so measured under our present form of political and economic government, and therefore to be highly commended. We might go further and say that if joint ownership on a fair and equitable basis was a universal rule, practiced

in industry at the present time, there would not be that formidable challenge to the right of private ownership of property, and the home as the unit of government, with which the world is confronted today.

The right of private ownership of property is so clearly proven in the Encyclical of Pope Leo XIII written in 1891 on the "Condition of the Working Classes," by illustrations of the working of the natural law and of man's own energy, effort and needs, that there is nothing on which to base opposition to the private ownership of property except the blind theory of collective ownership of all means of production and distribution clung to by those who refuse to see or take cognizance of truth and right reason, and the nature of man. But while the right of private ownership is thus proved, there is no contention that one man shall appropriate to himself any part of the property that is the proceeds of the labor of another, other than that which is necessary for the expense of producing and distributing the joint product, mutually agreed upon in all fairness and which takes into consideration initiative, managerial ability, technical skill and extraordinary energy, and with limitations some agreed upon allowance for capital actually invested. In fact, the Encyclical plainly asks:

> "Is it just that the fruit of a man's own sweat and labor should be possessed and enjoyed by any one else?"

And the answer,—

> "As effects follow their cause, so it is just and right that the results of labor should belong to those who have bestowed their labor."

What man produces from his own labor belongs to him, and it naturally follows that he should be in position at all times to enjoy the fruits of his own labor; otherwise he is discriminated against and the fundamental principle upon which the private ownership of property is based is set aside or ignored. And this has been the common practice throughout the world—it existed previous to and after the dawn of christianity and continues to the present time. We may readily say there were reasons for this practice, such as the uncivilized state of the peoples of the

world, ignorance of the laborers, and the crudity of government, all of which is admitted. But the fact remains that a vital principle of mankind necessary to the right order of society, and thus progress toward a higher civilization, has not been followed throughout the ages. This is preponderently due, as we view it, to the control of government and hence of industry by that class of society which harkens back to the time of man's tribal relations, when either through cunning or superior strength, or both, one tribe made slaves of another and appropriated the fruits of the slave labor to themselves.

The teachings of christianity of the equality of man, with invention and evolution, and increased opportunities for learning—which are gradually dispelling ignorance, finally brought the worker to a realization, in the nineteenth century, that he had ever been the pawn of a small group in society, owing to that group's superiority, which was made possible through opportunity denied to the laborers. This brought forth the Marxian Doctrine of the ownership of all tools of production and distribution, and confiscation of the wealth held by the superior group. That this doctrine made converts and gained momentum is best evidenced by what the Encyclical on the "Condition of the Working Classes" says, in the first paragraph:

> "That the spirit of revolutionary change, which has long been disturbing the nations of the world, should have passed beyond the sphere of politics and made its influence felt in the cognate sphere of practical economics is not surprising. The elements of the conflict now raging are unmistakable, in the vast expansion of industrial pursuits and the marvelous discoveries of science; in the changed relations between masters and workmen; in the enormous fortunes of some few individuals, and the utter poverty of the masses; in the increased self-reliance and closer mutual combination of the working classes; as also, finally, in the prevailing moral degeneracy. The momentous gravity of the state of things now obtaining fills every mind with painful apprehension; wise men are discussing it; practical men are proposing schemes; popular meetings, legislatures, and rulers of nations are all busied with it—and actually there is no question which has taken a deeper hold on the public mind."

Since these words were written thirty-two years ago the spirit of revolutionary change throughout the world has been growing

until at the present time it would seem to be nearing a crisis. Slave government which was in force at the dawn of the christian era has passed; feudal government which took its place has passed; capitalistic government which succeeded the feudal and which is now in force, is passing at least out of the form in which it is at present constituted and functioning. The question naturally arises,—What is to take the place of capitalistic government? or what change of form might it be moulded into to conform to the natural law and thus meet with the fundamental principle upon which private ownership of property is based?

Since communism and Marxian Socialism in vital principles are contrary to the natural law and in conflict with human nature, those forms of government which at the present time are engaging considerable thought and attention throughout the world owing to political and industrial injustice, and the state of flux of mind that the world is in, cannot be considered as stable forms of government under which a people can live in peace and amity, because they go just as far or farther in their discrimination and oppression and if anything are more materialistic in form and practice, than is the present capitalistic government. What must be taken into consideration, however, is that those who advocate these forms of government to take the place of capitalistic government have a fixed principle on which they base the propagation of their belief, which is, the collective ownership of all property and the state supreme; while those who are working to maintain the principle of the private ownership of property and a more comprehensive and broader liberty in government and in industry than at present exists, with the home as the unit, have no common program upon which they can as yet unite for moulding the present unfair capitalistic government into one of right reason and thus true liberty.

Much is being said and written of what can and should be done to carry on government in accordance with true christian principles, but either due to a lack of understanding on the part of the powerful group of society which owns and controls its wealth, and thus controls government, or refusal to take seriously the revolutionary change that is in process throughout the

world and which seems to be nearing form and action, no agreement can be reached or fixed program be mapped out upon which all those who favor the practice of the private ownership of property, and the home as the unit for government can muster their forces. Hence, they are merely floundering and drifting with the tide as it were, each group pursuing its own course, clinging to its own ideal, while converts are being made by the collective ownership group through the hope which it holds out to the masses and which is lacking on the part of those who are in opposition owing to the uncompromising position and attitude of concentrated wealth. Of this, words taken from the Encyclical are most applicable, wherein it says:

> "The results of causes do not usually take place save where all the causes co-operate."

The question then arises,—Will wealth give way to reason and justice and thus maintain and perpetuate its functions in a manner and under a method that will bring the greatest peace and the most happiness to all citizens within government? or, will it continue to obstruct and thus antagonize until compelled by force to surrender its dominant power and its methods of acquisition and in the end be subjected to the injustice that must inevitably follow?

It is here that the worker and ownership could and should play a part. It is freely realized and almost universally recognized that the present wage system is based upon whit is called supply and demand. Therefore the wage earner who is without the means of withholding his labor is forced to succumb to the economic pressure that is brought to bear upon him when entering into a contract for wages and working conditions. In fact he has nothing whatever to say about his employment if unorganized and dealing individually. He merely has the choice of accepting what is offered or of refusing,—and with the supply of labor greater than the demand, and a family to feed, clothe and shelter, what other choice can be made than that of accepting, regardless of the injustice of the wage or working conditions that he must labor for or under? Justice which should be the standard in the negotiation for the sale of the laborer's skill or strength has no place in this scheme of things, being classed

as an abstract proposition—a form of sentiment that the holders and wielders of economic power frankly and coldly state has no part in business.

Hence it must be evident at least to any student of economic problems or fair thinking men, that unless there be a change in the present oppressive manner in the functioning of industry as it affects the rights and standards of the laborer and the share of both employer and employee in the production and joint ownership of the product, the revolutionary change must continue until there is finally a break or upheaval in society. To avoid this, as previously quoted, wise men are discussing it; practical men are proposing schemes; popular meetings, legislatures, and rulers of nations are all busied with it, yet so far no plan has been proposed or evolved upon which opposing forces have come together in agreement for a working basis upon which to at least make a start. Many hold that a universal recognition of the trade union movement,—and thus thorough organization between the contending forces in industry, with the state as umpire, as it were, backed up by public sentiment as expressed through the franchise—is the most practical and just plan and that even through limited operation it has already proved its worth and hence should be the method adopted for finding a real solution.

For the present this method as herein outlined and in partial operation should appeal to all who view present and impending conditions in industry and government from an unbiased and forward-looking standpoint. Should this goal be reached, however, there will still be that void, that something lacking—which man's nature craves and which is so necessary for real and true co-operation—that something which makes for satisfaction and voluntary stimulus toward the full expenditure of effort and energy in man's labor, which is ownership—ownership in part at least of the tools of production as called for in the Catholic Bishops' Reconstruction Program.

As we view it, with less than this the laborer cannot protect his rights to the full fruits of his labor, or maintain and broaden the liberty which by right is his under the natural law and through private ownership of property. Because if the state owns all the means of production and distribution then true

liberty is at an end and the laborer will receive only such portion of the fruits of his labor as the master—"The State," shall apportion to him. Neither will he have free choice of his employment, so that by carrying out the doctrine of those who would overthrow in its entirety the present capitalistic system of government the laborer would find a worse state awaiting him by adopting the other extreme. Hence it would seem that thorough organization of capital and labor, separately or co-jointly, the latter preferably, and giving to labor part ownership of the tools of production, with a limit on capital's share for profit, would make for security and thus bring satisfaction to the laborer, higher efficiency and increased production, and practically eliminate the parasitical element that now hangs as a barnacle upon industry, forcing it into productive labor. More wealth would thereby be created and consequently a greater amount realized for distribution, which in turn would tend to bring to industry the peace and justice which the Encyclical contends for and which is so necessary for the preservation of society.

A number of delegates expressed appreciation of the president's attitude on this great question and the policy of the Association in co-operating with the Federal Council and its affiliated bodies. Among them were—

Delegate Speake, who said that he had been deeply impressed with the inspirational address of President Voll as well as with those of Mr. Fitzpatrick and Mr. Walker. "I had read of conditions throughout our country, but never heard anything like those addresses. It is wonderful to think of the forces that are combining to bring about the program that we—that is, organized labor—are trying to carry out and I think we should go on record as favoring the plan suggested by President Voll and give him our support and the assurance of our heartfelt interest and co-operation.

Secretary Jenkins said: Since I have been closely associated in the national office I have had a clearer vision of these things. They come to the office in the shape of publications and individual visits; we get these papers, pamphlets, and books, and meet the men. As President Voll has so ably said, those men's hearts are in the right place, but they need our help and co-operation. Those of you who were in the Bellaire convention will

remember the address delivered in the church there on Sunday night by our friend, Executive Officer Eames. That made many converts to the cause of labor, and every man here, no matter how little or how large his influence, is in a position to render aid toward that end. You may not be able to give an address like the one you listened to this morning or such as Brother Eames is capable of making, but your little mite, like the widow's in the Scripture, will help. When you have an opportunity to get those books, get them and read them. I want to call your attention especially to the Report of the Federal Council of Churches on the Steel Strike. It costs two dollars and is well worth reading. I urge you to buy it and read it. As President Voll said, the Federal Council was given to understand by big interests that if it published that report all financial support would be withdrawn. That was a big threat, coming from financiers, but the Council took it up with organized labor and published the report, and it is a strong indictment against the interests that control the steel industry. Then the interests appointed a man to criticize the work of the Council—and someone paid the bill for that, which makes a larger volume than the report. That criticism was sent broadcast, without any cost to the fellow who wanted it. Who paid that bill? The man who wrote the criticism? Not at all. The interests paid it.

There is a great deal on the questions you have heard discussed here which you should read and study about. The other day you read, no doubt, an article wherein Judge Gary said, "In the course of time we will come to the eight-hour day, but the people in the plant don't want it." Of course they don't apparently want it, because men are not allowed to freely express their feelings.

If you can go to any of these meetings arranged by the Federal Council and those other religious bodies I urge you to go. You heard what Brother Eames said about a meeting he attended in Swarthmore College and that there were representatives of a number of labor organizations there. We had two. Everyone can help spread the gospel of the right relation between Christianity and trade unionism, and we should exert all the influence we can in that direction.

Delegate Dall said: I am heartily in favor of spreading the able address of President Voll on the minutes, but I want to urge delegates to tell our members at home to read it. Too often the presidents of labor organizations give their time and thought and burn the midnight oil to get data for us in readable form, and send it to local branches and only one man in ten reads it, so that its value is not recognized by the majority. Things like that make branch presidents feel like throwing up their hands and saying, "What's the use?" when they see that those reports are not taken home by the members. Not every man can make an address, but we can all read and think and use our brains and if we do that we are making our contribution to progress. The man who doesn't think and use his own initiative is no better than a dead man. I hope every delegate will read the minutes of this convention as well as the publications sent out by the national office, and impress on all members with whom he comes in contact to do the same.

Treasurer Halton said, in substance: Listening to President Voll's address this morning and after hearing John Fitzpatrick, I feel that a veil has been lifted from my sight. I am a member of the Board of Education in my town and when Brother Fitzpatrick told us that if we wanted to see nurses and doctors we should visit the public schools because we would find them there, that struck me very forcibly. I had been thinking it was a fine thing to have medical inspection of school children and provide food for the undernourished. Sixty-five per cent of the children take an extra meal of milk and crackers at eleven o'clock every day in our public schools. I realize now that we have been negligent in our duty in that the children were undernourished, as Mr. Fitzpatrick pointed out. Their parents hadn't had the right economic or industrial opportunity to enable them to provide properly for their children. I can see that we must look beyond the effect to the cause and remedy that. From now on I think we will all pay more attention to the noble work these men are trying to accomplish and the program that has been drawn up for the betterment of humanity.

Executive Officer Eames gave an account of difficulty he experienced in trying to purchase a copy of the steel strike report. Many subscribers to the Inter-church World Movement carried

out the threat of withholding contributions and the finance committee had great difficulty in keeping it going; the report incurred the enmity of large contributors inside the church and they also refused to help. This shows how far capitalists will go, not only to win their cause, but to destroy organized labor. He made special mention of the report made by the church on the tramway strike in Denver as very remarkable and interesting, and gave his opinion that it is absolutely essential for labor to give co-operation to the Interchurch World Movement.

Executive Member Roberts called attention to the fact that efforts to have the report of the steel strike entered on the Congressional Record had been killed.

Delegate Greenwood from Wallaceburg said, "I have listened with great interest to our president and the men who spoke the other day. I am connected with one of the Protestant churches in Canada and it is with pleasure that I have followed the procedure of our organization and noted the growth of the cordial relationship between the Catholic and Protestant people. We note that more so in Canada, perhaps, where there has been a great deal of strife and contention between those groups each of whom is seeking the same end. It has been a great pleasure to listen to the report of the president of a trade union who is so interested in the church movement and in the welfare of the trade in general. Three of the Protestant denominations in Canada have consummated a church union—the Methodist, Congregational and Presbyterian. That may mean a small thing to you if you don't take into consideration the vast area of the Canadian territory which is three and a quarter million square acres. Who can tell what this will mean in the future? While you and I may not see it, I believe in the not far distant future all denominations will come together in a church union which will include Catholic and Protestant alike. You can picture what that will mean for the labor movement."

Vice-President Maloney said, "You will all agree with me that conventions of labor unions are the most perfect open forums in the world. The suggestions given by the men who have taken part in the discussions here this morning, together with the able address of President Voll, will appear in the official minutes and I trust will be widely read. When I use the words

'open forum' I mean that we come here as one large family and discuss our problems as best we can, and if we think it necessary we tell each other his faults. From my knowledge of glassworkers, and having had experience in mingling with other craftsmen—with all due respect to them—I say there is no body of men in this country who do more thinking or have a higher degree of intelligence than glassworkers. The fact that we are meeting today in convention and discussing the great problems that we have been forced to meet since 1906 and especially those that came to us in 1908 and 1909 prove the truth of what I have just said."

Announcements were then made of various committee meetings for Monday morning.

The convention then adjourned to 1 o'clock P. M., Monday, July 16, 1923.

SEVENTH DAY—Afternoon Session

CHICAGO, MONDAY, JULY 16, 1923.

The convention was called to order at 1 o'clock P. M., President Voll in the chair, and America was sung.

Roll call showed all officers and delegates present, except Executive Member Muhleman.

Treasurer Halton presented a report of his visit to the National Conference on the Valuation of American Railroads which was held in Chicago May 25-26, 1923, at the call of Senator LaFollette, Chairman of the Committee on Transportation of the progressive group in Congress. This meeting was called to get the public's side of the Railroad Valuation Case before the Interstate Commerce Commission. It was attended by governors of Wyoming, Colorado, Wisconsin, Nebraska, Oklahoma, and Arizona, as well as Ohio, Mayor Hylan of New York, Mayor Dever of Chicago, and about a hundred and twenty-five invited guests. Treasurer Halton represented the Glass Bottle Blowers' Association. At the conclusion of the report motion was offered to adopt it and the work in connection with this to be continued by the association.

President Voll, in the discussion which followed, said the Conference was non-partisan and was composed of members of Democratic, Republican and Farmer-Labor parties. Its purpose was to present the side of the public and to try to stop the exploitation of the public by the railroads. "We can never get back what has been taken from the people, but we can stop it in the future. Government ownership has been decried by those who are opposed to it, but it was not able to function as it should because of the lack of co-operation of those who were engaged with the railroads and the men who owned them." He also stated that the valuation to be placed on the railroads by the Interstate Commerce Commission was of vital interest to the delegates here because it would tend to stifle agriculture and industry by the high freight rates and impose a higher cost of living. He called attention to the fact that the Commission had placed a tentative value of eighteen billion, nine hundred million dollars on the railroads, but they are contending for twenty-three billion in spite of the fact that disinterested railway engineers have reported that a valuation of thirteen billion would be adequate. If the roads are permitted to earn six per cent interest on the excess of ten billions of dollars it would mean that the people would be taxed at least six hundred million on that excess, in transportation rates, and these costs will constantly be increased. He cited an instance of how this works out to the individual—the case of a man in Michigan who sold potatoes for twenty-five cents a bushel and the ultimate consumer paid $1.34 per bushel.

Vice-President Maloney spoke of the advantages to be gained by labor in giving attention to these large complex questions which had been considered by the conference, and the necessity of workers uniting in the non-partisan effort to protect the liberties of the people from encroachment by the so-called "big interests." In his opinion this conference was a very important gathering.

Word was received that Mr. Pearl W. Schofield, Manager of the Chicago Heights Bottle Company was in the building. President Voll thereupon appointed Messrs. Gaffney, Speake and Hoppes a committee of escort. Mr. Schofield was given a cordial reception when he came to the platform and was introduced

by President Voll, who said, "Mr. Schofield is here in response to an invitation unanimously extended to him by the delegates. As you know, he is a former bottle blower. He still keeps his card paid up and always did, and says he will never give it up under any consideration. He managed the co-operative plant at Marion and through his skill and ability that plant which was several times almost on the rocks became a first class institution through which many of our members profited. Later on he went as manager to the Chicago Heights Bottle Company which, you know, is owned by the Illinois Glass Company. I know you will be pleased to hear from him."

Mr. Schofield expressed his pleasure in meeting with glass bottle blowers, and said, "I was in this building about twenty-eight years ago when I was initiated into a manufacturers' association. I am proud of the fact that I learned the trade of blowing glass in the prescribed way. The management of the Chicago Heights Bottle Company at present don't see their way clear to operate successfully because there are not enough men working at the trade to make that possible. We have business and equipment enough to operate twenty shops and we are operating fourteen and that is not enough to take care of the overhead; consequently, I say to you frankly we are not operating successfully. We are glass blowers and the men who are still operating by hand have a common situation that will not down. Only about ten per cent of bottles now manufactured are made by hand. The foremost question in our minds today is—How are we going to secure enough glass blowers to operate a factory successfully? I went into the glass factory forty-five years ago at Martins Ferry and learned the trade honestly. I wasn't quite fifteen years old but I was tall and supposed to be older. It is forty-two years since I was taken into the Glass Bottle Blowers' Association. I thank you for the opportunity of meeting with you today. Your experience in the factory and mine are such that none of us should be strangers to each other.

Chairman Gallaher announced that the Committee on Sister Organizations had finished its work and the report was then read by Secretary Jones and, on motion, was unanimously agreed to as follows:—

Report of Committee on Sister Organizations

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

We respectfully submit the following report for your consideration:

As to our affiliations with other organizations we will first mention our parent, the American Federation of Labor. The problems before organized labor at the present time are many. Our concerted thought and action are required to restore the rights our Creator bestowed upon us. Careful action and employment of sane and proper methods are necessary to gain proper results. Acting thus we will gain courage by the success of our achievements.

Non-union shops, otherwise called open shops, are being used to combat organized labor. We should lose no time in declaring our position as active measures are required. Our workers must stand together and have confidence in each other. We would urge each delegate to encourage his branch to take an active part in national and central labor bodies. This will add strength and further the cause of organized labor.

Among the large number of sister organizations with which we are in hearty accord we may mention the fact of church co-operation. Of late a movement is on foot in this direction and we believe that great benefit would be gained, providing a spirit of truthfulness, sincerity and loyalty is infused into this work of co-operation with the church in order to gain our just civil rights and freedom.

The relations between the American Flint Glass Workers Union and our Association are harmonious to the fullest extent. The results of such relations stand out prominent in the past victories of these organizations.

We wish to commend Acting Executive Coleman Hawkins for the manner in which he carried on the work between our Association and the American Flint Glass Workers' Union entrusted to him in San Francisco.

We urge all our members when called on to make ware under the jurisdiction of the American Flint Glass Workers Union to insist on receiving, and to comply with, prices and working conditions of that Union.

Respectfully submitted,

WALTER GALLAHER, Chairman..Branch 7
JOHN WOODS.....Branch 40
ALBERT BETZNER.....Branch 66
W. S. DIXON.....Branch 9
JOSEPH JONES, Secretary.....Branch 18

Chairman Lumley announced that the Law Committee was ready to report its findings on proposed amendments to the constitution and resolutions that had been submitted by branches. The report was then read by Secretary Hoppes. A number of the decisions of the Committee were discussed, among them these:

Report of Law Committee—Discussion

The Committee did not concur in the proposal from Branch No. 38 to excuse totally disabled members under the age of sixty years from paying death assessments. Delegate Stokes made a plea for generosity to the disabled man who, though under sixty, was not able to work. The member Branch 38 had in mind is totally blind. On motion, the report of the Committee was adopted.

Eligibility to Executive Board

The Committee did not concur in the amendment proposed by Branch No. 7 to Article 111, Section 1, Constitution, relating to officers and their duties, which would strike out the words, "this not to apply to members doing work for the Association" and the effect of which would be to make the constitution imperative that "no member shall be eligible to election on the Executive Board who is not actively engaged in working at the trade."

Motion was made to concur with the Committee and reject the amendment. This was adopted after discussion.

In reply to an inquiry President Voll ruled that when an officer is acting in the interest of the association or out on the road by reason of having been assigned to duties and representing the association he is actively engaged in working at the trade and is eligible to membership on the Executive Board. Reference was also made to the fact that in a convention in Atlantic City a good many years ago President Hayes (who was then in office) made a similar decision, and it had always been held from that time forward that work in the interest of the association did not disqualify a man from serving as executive officer when such work took all his time and left him no opportunity to go on the foot-bench.

An animated discussion was had on this subject. Several members of Branch No. 7 disclaimed any intention on the part of the branch to make reflection on any board member, and explained the amendment had been submitted for the purpose of bringing the abstract question before the convention and having a clear ruling made so that every member of the association could understand it whether he was present or not. Further, it was desirable to have the question fully discussed so that members who felt that an officer should be "actively engaged in work at the trade" might realize how absolutely impossible it was in many instances for a man to attend to official duties and at the same time keep at his work at the trade in a factory or on the footbench.

This discussion was marked throughout by a tone of courtesy and appreciation of the work done by the executive officers at all times and a desire that the question should be settled amicably. There was no criticism of any branch or member; in fact, President Voll highly complimented Branch No. 7, which presented the amendment, for its very admirable local organization and loyal interest in the association.

A brief synopsis of the discussion which it was decided, on motion, should appear in the minutes, follows:

Delegate Hann said—Branch No. 7 has no personal malice toward anyone but feels that a man should be engaged at the trade to be a board member. For several years there had been executive officers who were not working at the trade and the branch felt that possibly it was not necessary to keep two men

on the road on salary. This amendment was offered with the idea of suggesting a way to reduce the expenses of the association and was not meant as a criticism in any sense of the word.

Executive Member Connolly said: I am one of the men who has not been engaged on the footbench. The association took me off in 1898 when machinery first came in and I have been off ever since, but it was not until 1914 that I was elected a member of the Executive Board. It is immaterial to me what action is taken but I am not able to go back now on the footbench because the association has kept me away from it too long. I have attended every convention since 1898 with the exception of one; I have served in every wage conference since machines came into our trade. I am not offended by this amendment and my feelings will not be hurt if you adopt it, but they would be hurt if there was any suggestion that I ever did anything that was not for the best interests of the association. I have met hundreds of men from Millville and believe they were all my friends. I have only kind thoughts for the men there. We can't all do the same thing; for instance I couldn't make a speech in a hundred years, and lots of men can do better than I, but no one ever tried harder to do his work absolutely right and no one has had the good of the organization more at heart. The position was forced on me in the first instance and after I accepted it I gave all my heart and strength to working for it. I have sacrificed too—I have not had a vacation with my family in twenty-five years—my time was not my own for I was at the call of the Association—but I feel that I have done my work faithfully and that is what I wanted to do.

President Voll then made the ruling that—"When an officer is acting in the interest of the association or out on the road by reason of having been assigned to duties and representing the association he is actively engaged in working at the trade and is eligible to membership on the Board."

"Branch 7," he continued, "is one of our most staunch and loyal branches and always keeps its head clear and its feet on the ground. We send a boy to college and it costs a lot of money, but we expect him to help himself and to help society

and he is fitted for his work in life; so when a labor organization picks out a man whom it believes is capable of doing certain important work and he goes at it and proves that he is capable and thoroughly honest, is it not good business judgment to keep him? It has taken some money to educate him and the Association should have the benefit of his service. You know of the action of the Executive Board in taking two members from a salaried position and arranging to call on them to work at wages when needed. On the subject of expenses—from investigation and research as to other labor organizations I believe ours is managed more economically than any other. On account of the constant inroads of machinery and the increased use of the flow and feed devices tending to reduce our active membership, we took up the subject of retrenchment wherever possible. It is our duty, with other officers, to watch the finances of the association and as I have hitherto told you, we felt the time had come when we might drop those two executive officers from the salaried list,—although I wish you to understand that they have done excellent work and rendered valuable service—and call on them when need arose; so one was dropped as of May 10 and the other at the end of the fiscal year, May 31. We also made a change in the amount of our per capita tax to the American Federation of Labor, so this year we will be entitled to only two delegates instead of three, but we feel that two can adequately represent us. We have done a few other things in the way of retrenchment, but bear in mind that we must always be careful not to interfere with our foundation—that must never be undermined. In my opinion it would be dangerous to the association at this particular time to reduce the number of members of the Executive Board. I think it would be taken as an indication of weakness; we need a bold united front. I have no fault to find with the amendment proposed and am sure that Millville branch didn't present it in any spirit of criticism.

Delegate Speake asked: On the subject of expense and retrenchment, how does the assessment in our organization compare with that in other labor unions?

President Voll replied: In comparison with the membership our assessment is far below that of other organizations; I have

marveled sometimes at the rate of assessment some unions pay, especially in times of strike; and our expenses are not as high.

Delegate Loder: That point came up when this resolution was being discussed in Branch 7—some members didn't see how under the revenue we are collecting we could function with our present expense, but Brother Eames was there and explained about other organizations paying larger assessments, the same as President Voll has. We know our association couldn't function at its present ratio of two per cent and keep up its expense; that is one reason this amendment was sent in—with the idea that something would be done to reduce the expenses to a minimum so the association could continue.

Delegate Gaffney: Branch 81 felt it should go along with that resolution when we first saw it—but Branch 81 doesn't send its delegate instructed—I wouldn't go that way and I am open to conviction. After hearing the reports of the officers and executive members my mind has been changed. I appreciate the great work that has been done in so many different places and how executive officers need to go out in the interest of the association, and when I go home I will tell the members of my branch why I didn't support this amendment and I believe they will agree with the explanations our officers have made.

Vice-President Maloney made an interesting and forceful address on the importance of the duties so often assigned to executive officers and the splendid service that had been rendered by them in forwarding the work of the association. He mentioned in detail organization work in southern New Jersey, the Gas Belt, Indianapolis and Tarentum. It is essential that the president should always be at liberty to call board members from the footbench and put them at special work and keep them there as long as needed. If such a rule as this amendment had been in force at the time the great work of organization was going on in those places it would have failed because the officers were obliged to stay right on the firing line for as long as two years and more, continuously, and it is necessary to have paid representatives on the road at times. In his opinion this amendment would prove impracticable.

Delegate Barber said: Branch 7 sent in a resolution last year, but it didn't appear and was not recorded in the minutes; some of the men interested in it felt they should have had recognition; they didn't instruct their delegates how to vote but wanted the resolution noted. They were not knocking—they are loyal, and I don't believe any men could think more of Brother Connolly than our men in Millville do; but some of the men didn't think it was necessary to have men on the road in the interest of the association, and I have no doubt they felt that likely there would be an assessment for that. They thought the association needed to economize financially and their idea was to suggest a way to reduce expenses. There is no malice in the amendment. It was sent in with a sincere desire to be of help.

We don't all agree in Branch No. 7 on every subject that comes up, but we are all loyal to the organization, and I don't want this amendment and the spirit in which it was sent in to be misunderstood or ridiculed, and I don't want anyone to have the idea that we are radical. Branch 7 has always stood by the association and its motives in proposing this are all right. We understand the work that has been done, just as Vice-President Maloney said, and are always ready to support the administration; but our men thought this amendment would be in the interest of the association and hence it was sent in.

President Voll suggested that members cultivate the practice of asking these questions; What good can I do for the organization? What service can I render it for the good it has done me?—instead of talking about the assessment they pay. Every member receives a larger return on his investment of two per cent in the organization than he could ever hope to receive from any other investment he could possibly make. Financially the association is in a good position; it has $214,000 in the treasury after having paid out $4,000 in strike benefits in San Francisco.

Delegate Wallace said he would like to make the positive statement that Executive Board Member Connolly's name was never mentioned, nor was he in the minds of any of the men of Branch 7 when this amendment was adopted. Those members who were on the wage conference with him have praised him very highly—and he was never criticized by Branch 7.

After further brief remarks by Delegates Branin, Wallace, Hann and Vice-President Maloney the motion to concur in and adopt the findings of the Law Committee, which rejected the amendment, was put by the President and was carried by a large majority.

Motion was then offered that the statement of Executive Board Member Connolly in the preceding discussion, together with the remarks of the others who took part in it, be included in the minutes. This was seconded and unanimously agreed to.

The Law Committee continuing its report, did not approve of the recommendation from Branch 7 that the duties of recording and financial secretaries and treasurer be performed by one person, to be called Secretary-Treasurer, and on motion the finding was concurred in.

Minimum Expense

The recommendation from Branch No. 7, Millville, that "some definite action be taken by the convention to reduce the expenses of the association to a minimum" the Law Committee approved. Motion was offered and seconded to concur.

Delegate Hann said: This resolution really should cover all the others from Branch No. 7 for the reason that the intent of the branch was to help reduce the expenses of the association.

Chairman Lumley: The Law Committee pondered over that for two days and came to the conclusion that it was not intended as any slap at the officers or any insinuation that they had not done their duty in the past, but simply a suggestion to be cautious as they went along. It was brought out by some of the delegates who appeared before the committee and in the reports of the officers that our membership was going down and expenses climbing up and the idea was to advise the officers to continue to use their best judgment—with no idea that they had not done so in the past, but merely to advise them to continue. It was with that view and understanding that the Committee approved.

Delegate Waldman said: I sent this resolution in from our branch and I pondered over it for several weeks. I think our officers are capable of taking care of this subject and that they

have already started doing that and our branch thinks so, but we thought it would be best to make this suggestion here, not in a spirit of criticism, but of helpfulness.

Delegate Dunlap asked: What does "definite action" mean? It is clear to us after the explanation that has been made but would it be clear to the trade?

Delegate Speake asked: What are you going to base the minimum of expense on?

Delegate Dall at this point moved that the resolution be tabled and this was seconded, but on being put to vote was lost by thirty-six nays and thirty-two yeas.

Delegate Speake then asked President Voll if he would give an explanation of what might be a minimum basis for a reduction of expense.

President Voll replied: I don't think anyone could give a positive answer but in my opinion a minimum basis is—operating on the lowest possible expense. On the question of what definite action means, I would say with Brother Waldman's explanation of the idea back of the proposed amendment, that it means such definite action as the Executive Board took at its last meeting, for instance; I consider that definite action.

Delegate Barber: The idea of Branch 7 was to get this thought before the convention because it seemed that some men were finding fault. We know that our officers are doing everything in their power to run the association as economically and as best they can and the idea was to get something of that kind before the convention. Personally, I am satisfied that the officers are doing that—that is, keeping the expenses of the association at a minimum, and it's well to have that brought out, although some members don't seem to think so.

Chairman Lumley: The Law Committee didn't have a dictionary or encyclopedia at hand but we took "definite action" and "minimum expense" to mean just what Delegates Barber and Waldman have explained.

Delegate Rohrbacher, a member of the Law Committee, said; We went over this very carefully in committee and tried to use good judgment and we told the members who appeared

before us on that question that in our opinion the President and Executive Board were using good judgment and we have no doubt they will continue to do so.

Delegate Samuel Carter added: There is no joker in that resolution; the members of Branch 7 know their officers are doing the best they can and will continue to do so.

Delegate Dall: It is beyond me why a resolution of that kind is sent in when the delegates specifically say they believe the officers are keeping the expenses at a minimum and agree they have spent the money of the association wisely. There doesn't seem any occasion for a suggestion that the expenses be reduced to a minimum when the officers have done that. Further, the books of the treasurer are audited every three months and in addition, are gone over by a special auditing committee appointed for the purpose of reporting to conventions on the finances; in other words, the books are audited five times a year, and if we are all of one opinion and believe that the money of the association has been spent wisely, why take any action?

Delegate Barber called attention to the fact that there are ten representatives of Branch 7 in the convention while the minutes and financial reports show it is entitled to seventeen. All the members of the branch are entitled to a vote on every question that comes up. It was decided to send that resolution here and it was sent in the spirit explained by Brother Waldman —to suggest a measure of helpfulness with the thought that the officers would take it up and devise methods of economical administration as they have in the past—and with no intent of criticizing anyone. Now it has been shown that the delegates are not in favor of combining the two offices and we know the books are all right—Brother Carter has been on the Auditing Committee—but the men in our branch are entitled to have their resolution recognized. You see when this comes up in our local branch we can report on it and show that our officers have done all that is suggested in the resolution and will continue to do so.

Delegate Branin: I wish I could come into a convention and find that branches had taken cognizance of what was going on in the organization when questions like this come up. Branch

7 has never questioned the financial position of the association, nor the fidelity of its officers; everybody here knows that and there is no use in imagining things. Branch 7 only desired to be helpful in its suggestions; there is no reference to any individual; there is no criticism—I want that understood by everyone.

Delegate Farnkopf: When that resolution was discussed in Branch 9 I was for it and figured it was an economic measure but, believe me, they voted me down quickly.

Secretary Jenkins: Stripped of all superfluities and getting down to brass tacks, this is a business institution and we are all stockholders and the directors must render an account of their stewardship to you—the directors being the executive board members and officers. It would be folly for any set of men or board of directors to run an institution at a loss; it is to their interest and is their duty to see that it is run as economically as possible consistent with good government. We buy our supplies in large lots so that you will get the benefit of the lowest price, and we buy union watermarked paper that way. We have four offices—we cannot get along with less, and we pay a reasonable rent. Everything is cut down to the bone, consistent with safety. We buy stamped envelopes from the government, which is an economical thing to do. Not a nickel goes awry. I have taken pride in my report which is an accurate account rendered to you of everything that comes in and goes out and I propose to continue to do that so long as I hold this position. This is a business institution of ours and is conducted along business lines and when we as the board of directors render an account to you as stockholders it is up to you to say whether our account is correct and it is perfectly proper for you to offer any suggestions you see fit. The resolution from Millville is right in line and is an economic suggestion, consistent with good government—and suggests what we have been doing.

Delegate Barber: That is the right thing and that is just what the Branch at Millville had in mind.

President Voll asked if it was the understanding of the members of the convention that in the vote to be taken on the report of the Law Committee the explanation made by the Chairman on the meaning of "definite action" and "minimum expense"

should be included. With that understanding the motion was put to adopt the report of the Committee and was carried by unanimous vote.

On a suggestion from Branch 7 that a factory be arranged for, to give employment to idle members, the Law Committee did not concur and, on motion, that finding was adopted.

On motion, the report of the Committee, action on which had been taken seriatim, was now adopted as a whole, in this form:

Report of the Law Committee

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Your Committee on Law appointed by the President of this Association has taken up the proposed amendments to the Constitution and By-Laws and recommendations submitted by various Branches, and after careful consideration beg leave to submit the following for your approval or rejection:

Proposed amendment to the Constitution submitted by Branch No. 38, Marion, Indiana, that—

Any member of this Association who has reached the age of sixty years or who has become totally disabled before he arrives at the age of sixty years, and has taken out a withdrawal or exemption card will not be expected to pay death assessments during the remainder of his life;

On this we report adversely.

Amendment submitted by the same branch proposing that Article III, Section 2 be changed to read,—

The Executive Board shall consist of a vice-president, and six members, and the president, who shall act ex-officio.

We also report adversely on this.

Amendment proposed by Branch No. 7, Millville, N. J., that—

Article III, Section 1, be amended by striking out the words—"This not to apply to members doing work for the Association,"—

We report adversely on this.

We report adversely on the recommendation submitted to the National Office by Branch No. 7, that the duties of recording secretary, financial secretary and treasurer shall be performed by one person whose title shall be Secretary-Treasurer.

We approve the recommendation submitted by Branches Nos. 34, Tarentum, Pa., and 7, Millville, that some definite action be taken at the next convention to reduce the expenses of the association to a minimum.

We report adversely on the suggestion from Branch No. 7 that "Owing to the installation of automatic machinery and feeding devices and the displacement of our members thereby, our national officers be authorized to purchase or build and operate a factory or factories to give employment to our members thus displaced."

We do not approve of this.

Respectfully submitted,

SAMUEL LUMLEY, Chairman..Branch 6
JACOB ROHRBACHER.....Branch 5
THEODORE GUNDLACH.....Branch 60
RICHARD POWERS.....Branch 26
WALTER HOPPES, Secretary...Branch 36

Delegate Speake asked why certain resolutions that had been sent in were not included in the amendment sheet but were reported by the Law Committee.

President Voll replied: Certain resolutions were sent in which were not properly amendments at all; for instance, the one advising consolidation of the offices of secretary and treasurer. Under the constitution that could be done by any convention without notice if the delegates saw fit; it can be done on motion.

Secretary Jenkins said: There was formerly a resolution committee, but very few resolutions were sent in to the national office this year and we felt the Law Committee could take care of them, so all that went to the trade were the real amendments proposed to the constitution.

A motion to suspend the rules and go into session at 10:30 o'clock A. M. Tuesday was lost when put to a vote, after ex-

planation of the large amount of work to be done before that time, by 42 nays to 28 yeas.

Chairman Dall of the Price List Committee called attention to a rule adopted in the Montreal convention which provided that printed copies of the reports of Price List Committees must be in the hands of the delegates one day before action could be taken. The report of the Blown Ware Committee was now in the hands of the printer and might be presented tomorrow but under this rule action could not be taken until Wednesday. On motion, it was unanimously agreed to rescind the rule so that action could be taken promptly on the List Committee's report.

On motion, by reason of the conference arranged for this evening between officers of the Association and representatives of the Chicago Heights Bottle Company the rules were suspended so the convention might adjourn at 4:30 o'clock. At 4:40 o'clock the convention adjourned to 1 o'clock P. M. Tuesday, July 17, 1923.

EIGHTH DAY—Afternoon Session

CHICAGO, TUESDAY, JULY 17, 1923.

Convention was called to order at 1 o'clock P. M., by President Voll. America was sung, Delegates Pearson and Barber leading as in all the other sessions.

Roll-call showed all officers and delegates present, except Executive Member Muhleman.

On motion of Delegate Egan, unanimously agreed to, the National Officers were requested to send a telegram of congratulation to United States Senator-elect Magnus Johnson of Minnesota, elected yesterday. The following was thereupon sent:

Hon. Magnus Johnson,
Kimball, Minnesota.

The Glass Bottle Blowers' Association of the United States and Canada in convention assembled in Chicago, heartily congratulate and felicitate you on the magnificent victory which you, backed by the

masses, have won in Minnesota in the interest of good government and a square deal for all citizens. We are proud that a glass blower will take a seat in the United States Senate and prouder yet that he will represent the ideals and aspirations of the real producers of wealth.

Chicago, July 17, 1923.

JOHN A. VOLL, *President,*
HARRY JENKINS, *Secretary,*
1006 Colonial Trust Bldg.,
Philadelphia, Pa.

Trade Assessments Must be Paid

Secretary Jenkins read a letter from Branch 60, Terre Haute, asking for instructions as to what action it should take in this case: Certain members of the association while engaged at semi-skilled work had refused to pay trade assessments and were suspended therefor. The plant at which they worked has shut down and these men want to go elsewhere to work and have asked for their cards; what shall Branch 60 do?

President Voll referred this to the convention. On motion it was unanimously decided that the men referred to shall not be granted cards until they shall have made their peace with and fulfilled their obligation to the association.

Delegate Hohmeyer reported receipt of a telegram from Mrs. John Platz expressing grateful appreciation of the generous check received.

Chairman Hawkins announced the Committee on Political Protest and Injunction had finished its work and the report was then read by Secretary Pearson, as follows:

REPORT OF COMMITTEE ON POLITICAL PROTEST AND INJUNCTION

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Despite the fact that for two long years forces opposed to organization of workers into trades unions, strengthened by those who control the money and credit of the nation and use

every instrument at their command to annihilate our movement, our forces are intact. The fire of determination to secure liberty burns bright in the minds and hearts of workers everywhere. The spirit of the Fathers is abroad in the land and strong among the masses. We must keep our hands on the plow of progress—never looking backward but going forward until we have achieved our purpose. We are not fully equipped for the work at hand if we become discouraged by the task that confronts us, nor are we qualified to speak for the toiling masses if we become timid and fearful.

We have been denounced by National Chambers of Commerce and the newspapers they own and control and through which they seek to direct the will of the people. They continually inject their untruthful and poisonous serum into the blood-stream of the nation. Their plan of government approaches a conspiracy among themselves on pretense of managing the people's affairs in the interest of the general welfare. They deliberately pursue their own private ends and devise all ways and arts at their command to attain them in order that they may without danger hold all they have acquired, and then engage the poor to toil for them at the lowest possible wage and oppress them as much as they please.

This is a strong indictment, but we feel justified by the facts. We recognize there are thousands of fair and just employers in this country, but finance and trade are so interwoven in these complex times that the fair employer finds his credit at the large money centers of the nation shut off unless he does the bidding of autocratic empire builders. Many good people will take issue with these statements, but let us cite just one instance of hundreds that have come to our attention:

Our Chairman, Brother Hawkins, has advised us that on the Pacific Coast when the Building Trades were in a struggle for existence with the Builders' Exchange, which was trying to enforce the so-called "open shop" or "American plan," banks refused credit to any contractor who employed union labor, and withdrew supplies from dealers or builders who did any business whatsoever with a union contractor. The result was that employers who employed union men and were able to

finance themselves were forced to "bootleg" the materials that were essential to carrying on their business. The Builders Exchange, it is said, hired a host of spies to spy on fair employers. Eventually they were forced to purchase cement and other materials in Belgium. This blacklist and boycott became so repugnant that thousands of bitter complaints were sent to Washington. Aroused public opinion forced the Attorney General to act. He sent one of his assistants to the Pacific Coast, and the Builders' Exchange was brought into court. It was generally assumed that it would be given a clean bill of health—in other words, that a liberal coat of whitewash would be applied; but the evidence presented to the Federal Court was so overwhelming the Judge could do nothing but find it guilty as charged. However despite this and the statement from the Bench that there was no doubt the Builders Exchange and its members were guilty as charged the Judge refused to grant a temporary injunction to restrain its unlawful practices, for the reason that it would curtail the growth of San Francisco by restricting the building boom on the Pacific Coast. We want our government to be what our forefathers said it would be, and in the last analysis the success or failure of this great experiment in government depends on ourselves. So we urge our members to fight on with courage and determination in the battle for right and justice.

To President Samuel Gompers, Secretary Frank Morrison, Treasurer Daniel J. Tobin, and the Executive Council of the American Federation of Labor we are greatly indebted and take this opportunity of expressing our appreciation of the work they have done for the workers of our beloved country and throughout the world. We request our Association to extend them our sincere and active support.

As the American Federation of Labor changed the date of holding its convention there can be no reference made here to Fraternal Delegates, but we desire to commend President Voll and our other officers and members for their help in the past season to carry on the work of the general labor movement. We also desire to express our gratification over the splendid victory of the United Mine Workers, the Building Trades, and others who fought and suffered during the past two years.

Child Labor

The Supreme Court decision of May, 1922, shocked the national conscience and has forced on us the fact that at present we are powerless through Federal Child Labor Law to protect the children of the country from exploitation in factories, mills, canneries, mines and quarries. The 1920 census returns show 1,060,858 children between the ages of ten and fifteen years employed in gainful occupations. The peril of child labor has been accentuated by the Supreme Court decision. We want to call to your attention that the 1920 census was taken in January—mid-winter—when agriculture was practically at a standstill, and that it does not include children under ten years of age, yet hosts of children under that age are found working in the beet, cotton, tobacco and onion fields and in other forms of agricultural work, as well as in tenement work, street trades and domestic service. In a coal mining district in Schuylkill County, Pennsylvania, 519 boys under 14 years of age were found employed contrary to law, and 139 boys not sixteen were employed, and out of 978 boys, thirteen to sixteen years of age, employed in or about the mines, 178 had suffered accidents, including serious injuries. According to the last census there are 4,931,905 (six per cent) illiterates in the United States and of these 3,084,733 (sixty-two per cent) are native born. The destiny of the poor victim of child labor seems clear. There is not a single defense that can be put forth for this awful system. The child labor decision of the Supreme Court cannot stand any more than the Dred Scott decision stood. The people are bound to have their way eventually.

Women's Minimum Wage Law

Last November the minimum wage law for women was declared unconstitutional by the Court of Appeals of the District of Columbia. Although it is really the personal prejudice of the judges which inspires their decisions, a lot of high-sounding phrases are used to gull the people.

Injunctions

We desire to say here that we are in full accord with the views of President Voll on this most important question. It is

unnecessary to refer in detail to even the most notorious of the great number of injunctions granted by courts to employers during labor controversies. We may be sure that if trades unions were unlawful that would have been discovered many years ago. Of course every student knows that in the beginning every possible effort was made not only by employers but by government to make their existence impossible and to prevent their growth. The attitude of the courts toward labor in countless decisions should cause deep concern in the mind of every fair-minded citizen. Where is it going to end? So far as injunction by judicial conscience is concerned the right of a trades union organization today does not depend on the desire of wage earners, but entirely upon the employers' willingness, and the equity court stands prepared, if the employer wishes to destroy the union of his employes, to issue an injunction declaring it illegal, in view of Judge Wilkerson's decision recently and numerous others during the recent past—to even go out on strike. There is no more important safeguard of our liberties than trial by jury, but trial by jury does not exist in equity practice. In fact the equity court as we know it, operates identically like star chambers.

State Industrial Laws

The Kansas law was passed three years ago and has recently been outlawed by the Federal Supreme Court. Governor Allen who assumed the authorship of the act spent most of his time crying up and down the nation how he saved the people of Kansas during the miners' strike. Every speech he made before Chambers of Commerce was heralded on the first page of daily newspapers, and now, sad but true, the genial ex-governor is pushed into the discard by the votes of the people. The decision of the court was unanimous and was made on an appeal from the decision of the Supreme Court of Kansas which upheld the Industrial Court in the case of the Wolf Packing Company. The Industrial Court ordered wages of employes increased and the company refused to obey. We are impressed by the fact that the opinions of progressive men in this case and those who lived in past ages coincide, and the court's views in our judgment are sound indeed. And so passes another press agent who was the pet of every cheap labor employer in the country.

Non-Partisan Political Campaign

The results of the national elections last November were wonderful as a sweeping condemnation of reactionaries everywhere. The last Congress was probably the most faithless that ever gathered in Washington; it was entirely unresponsive to the needs of the people,—indeed it seemed to be intent only upon going to extremes in its desire to do the bidding of corporate wealth. There can be no question to those who view the result from the point of view of principle, that it is a verdict for progress and integrity in public office and against control of public office by predatory interests. We believe there never before was an election in the United States wherein the result was more significant for principles and less significant for partisan politics. The reputation of reactionaries and the sweeping success of progressives, regardless of party labels, was apparent on every hand. It was a condemnation of the injunction in labor disputes and the whole program of hostility to organization of workers, and was an equally emphatic condemnation of the program of magnificent beneficence by corporate wealth and organized greed. On the part of the farmer and organized worker who for the first time worked and voted together, as well as all others who are interested in the welfare of our country and believe in the guarantees of the constitution and the perpetuation of the institutions of democracy and freedom, there is cause for rejoicing. The fact is that the most bitter and outstanding opponents of labor have been defeated in larger numbers than ever before. We implore you men to do your very best in the battle for human rights and progress and we feel sure you will continue to cast your ballots in conjunction with all good people for progressive candidates everywhere.

As a last word, we desire to repeat again and again the following excerpt from Senator LaFollette's address to the American Federation of Labor a year ago: "We will bring such pressure and influence to bear that these men who have been absolutely and positively antagonistic to the rights of the working people of our country, if they do not broaden out and see things as they exist and help us free labor from the shackles from which it has been suffering—shackles the courts of the country are

trying to impose upon them—the people will rise up in their might and power and secure such legislation."

This concludes our report. The past year was more prosperous than the one preceding. Let us continue our onward march with the knowledge in our hearts that we are fighting like our forefathers—in the cause of liberty.

Respectfully submitted,

J. C. HAWKINS, Chairman.....Branch 22
WILLIAM D. KELLY.....Branch 92
CHARLES GESSLER.....Branch 38
HARRY EWAN.....Branch 7
ERNEST BELL.....Branch 9
HARRY KINNEY.....Branch 105
J. S. CURRIE.....Branch 75
JAMES GAHAN.....Branch 35
ROBERT PEARSON, Secretary..Branch 34

On motion, and with applause, this excellent report was adopted and the delegates urged to see that it is widely read by the membership.

Vice-President Maloney took the chair when Chairman Miles announced the Committee on President Voll's Annual Report had concluded its work. The report was thereupon read by Secretary Colin, as follows:

REPORT OF COMMITTEE ON PRESIDENT JOHN A. VOLL'S ANNUAL REPORT

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Reviewing the very able and comprehensive report of our worthy President, we find it a message of encouragement and inspiration. It should carry to each and every member of the Association a strong conviction and desire to profit by the advice and counsel it contains.

We fully realize and appreciate the ardous labor expended in writing this document in order to give members of this convention and the men at home, accurate information pertaining to the affairs of our organization and the labor movement in general. It is filled with sound advice and it behooves us as good trade unionists to heed it all. We heard it read by the President and have since read it carefully ourselves and are frank to say that we unqualifiedly and unreservedly endorse it from the first word to the last.

In doing this we are not unmindful of the fact that the trade is face to face with some problems of most serious character, but we feel absolutely certain that they will be met and solved successfully. No red-blooded trade unionist gives up in discouragement at the first sign of distress, and we are confident that this Association is composed of that kind of men. We have gone through some trying times within the past several years—times that would make the most calloused sit up and take notice, but under the cautious and able leadership of President Voll we have held our own. Whatever losses we have sustained could no doubt have been avoided had his counsel and advice been observed. With this brief statement we pass on to a short review of the many subjects dealt with in his report.

Final Conferences

We are more than pleased to subscribe to the wage settlements made in the final conferences of last year, and especially in that conference which dealt with the feed and flow devices as it has a very decided bearing on this method of production. While there have been times when the Association as a whole went along successfully when an agreement had not been secured, that is not the best and safest policy; an agreement secured with the employers is much better and works to the advantage of all concerned.

Packer Conferences

We regret exceedingly the short sightedness of those packer branches that so far forgot themselves as to not care whether they belonged to a bona fide trade union or not. It is they who

will need this association long before the association will need them. We can only recommend to the incoming officers a tireless campaign among packers so that they will have the backing and protection when most needed. We urge all branches to exert every influence to bring in these wayward workers. The same should be done with the help at Millville. These men and women need all the assistance and enlightenment they can get to show them the road. The committee of Branch No. 7 has done a great work in their behalf and it is hoped it will continue its efforts until all have been brought into the fold of the organization.

Automatic Machinery

Like the poor, we shall no doubt always have this with us. While it is a formidable obstacle it is our duty to meet it as soldiers on the field of battle. The paths of trade unionists are seldom strewn with roses and one obstacle will scarcely be met before another equally formidable rises to take its place. This is most applicable in this instance. The Owens machine which played such an important part in our industrial life for so many years is still a factor to be reckoned with. Another problem equally as formidable is the numerous types of feed and flow devices. Fortunately, President Voll has laid a splendid foundation on which to build a strong and serviceable structure. The plans are not new, having been outlined at previous conventions and they only need the active, steady and loyal support of our membership to make sure a successful conclusion. Little advancement can be made unless such support is given with will and determination by all. While we feel keenly the refusal of a number of employers to enter into contractual relations with our association on this method of production, we believe that the effort will finally bring forth good results. But the membership at large must be ever alert and as soon as one of these devices is installed in a factory effort should be made immediately to secure jurisdiction. This can be done at once by the Branch, and the President duly advised. Every effort should be made to bring about this result and no sacrifice should be considered too great in order to perpetuate this organization.

Standing of the Organization

We are pleased to learn that in spite of everything, the institution of new branches goes steadily on and that so few have lapsed. This speaks well for the vigilance exercised by our Chief Executive and his colleagues.

Non-Unionism

We are likewise well pleased to note that non-unionism, as noted by the President, has been eradicated.

Reorganization

This is one of the most vital questions now confronting our organization. We should all do our utmost to assist the President in this gigantic task. There is scarcely a factory today where the small help of years ago is now employed. State laws provide an age limit in the employment of boys so that the average factory help is composed mostly of young and middle-aged men. Neither are the wages of today like those of days gone by when boys could be secured at the very low rate. This being true, our duty is plain. We should interest ourselves in the factory help by counsel and advice, frequently holding open meetings of our branches, to which these men should be invited, so that the local membership can have heart-to-heart talks with them; invite some speaker or member of another craft to give an address, and in that way encourage the helpless to become members of our association.

One of the most striking results of such a plan is seen in the miners' organization where everyone connected with the mining of coal is expected to join the organization. It does not matter whether the helper is an electrician, a carpenter, an engineer, or whether he already belongs to an organization of his own craft, he must join the miners. This is right because it is a protection to him in the event of trouble with his employers. We do not suggest that we go so far, but packers and tending help should be encouraged. With the consent of the employer

if possible, without it if he will not give it, we should organize helpers at all hazards.

One of the discouraging features is that in some instances old members of the association who have been tending in the factories have placed every obstacle in the way of organization among the factory help. These men who seem to have lost their sense of duty to the organization, should be given to understand in no uncertain terms that if they persist in obstructing our work in this direction we shall see to it that they are made to realize the error of their way. They deserve little or no consideration at our hands.

Preliminary Wage Conference

As this matter will be handled by our list committees we will make only brief reference to it. We are not surprised to learn that employers are demanding a reduction in wages, nor should they be at all surprised if we decline to grant it.

Trade Journal

We are pleased to give our unqualified endorsement to the splendid little magazine, The Bottle Maker, and strongly recommend its continuance.

Internal Affairs

Under this caption the President calls attention to the fact that some members have refused or neglected to pay the regularly authorized assessment on money earned in excess of the stipulated wage, as is done on the feed and flow devices. Our belief is, and it cannot be successfully contradicted, that any money earned at the trade is traceable to the efforts put forth by the association to secure adequate wages. The bonus is likewise due to the same efforts. We therefore strongly endorse the position taken by our President and give our entire approval to his interpretation of the law in this respect. All branches should see to it that each and every member who earns money

at the trade pays the full amount of his assessment as provided by law. And if it is found that some members are not doing this, the penalties provided by law for failure to pay trade assessments should be enforced.

Finances

We are pleased to note that notwithstanding the adverse conditions confronting us our financial showing is entirely satisfactory.

Lockout at San Francisco

We have noted with much care and interest the subject matter under this heading, also the verbal report made by Acting Executive Hawkins, and we heartily agree with what was done in every particular.

Non-Partisan Political Action

Of all the subjects covered in the report of the President, we deem this one of the most vital importance to us, individually and collectively. Wage earners must have realized what power they possess when the result of the election of last November was made known. While reaction is in the saddle, it is by no means securely seated. The American worker can do wonders if he but make up his collective mind. The great fault is that when he does a good job he seems to think there is nothing further to do, while the other fellow as soon as the smoke clears away, starts over again, building along new lines of sophistry that too often fool us. We cannot too strongly urge upon our membership the necessity of being always alert and as soon as one election is over starting plans for the next, thereby not giving the opposition an opportunity to recover. Already propaganda is trying to offset the good work done in the last election and every liberty-loving voter should be on his toes at all times to meet and overcome it. Too long have we been lulled to sleep by the siren song of the reactionary politician and it is time to waken to a full realization of our power. We

recommend all branches and members to take active part in non-partisan politics until all reaction is relegated to oblivion

Good and Welfare

It is a pleasure to register our approval of the fact that our association is in touch with the labor movement of the world. Likewise we heartily concur in the admonition of the President against the "borers from within." Great care should be exercised by all to avoid the pitfalls laid for the trade union movement by alleged trade unionists. They are very careful to be apparently of the staunchest among us and therein lies the danger. When confronted with something new or different, if in doubt as to its value, withhold your opinion until you have opportunity to seek the advice and counsel of the President of our union. No mistake will then be made.

Conclusion

We have given but a brief review of the most vital subjects contained in the report of the President, passing over several topics, not because they did not merit some expression, but because we felt our report was already too long. We might add, however, as noted in the beginning, that we are in thorough accord with everything in the report. We fully recognize that to write such a report requires, first of all, wide and accurate knowledge and much time and labor. We feel sure that if it is read by our membership and the advice therein heeded, our President will consider that his labor has not been in vain. Too often do we merely scan the pages of what we read without giving thought to the admonitions given, thereby missing an opportunity to advance our own interests—mentally and industrially. We have been told by many, especially those outside the labor movement, that the Glass Bottle Blowers' Association occupies a high place in the industrial world. We should endeavor to live up to that reputation, improve it at every opportunity, and when our turn comes to "shuffle off this mortal coil" we will feel that we are leaving the association better than we found it.

We express the hope that our esteemed friend and leader, President John A. Voll, will live to guide the destinies of this union for many years, and conclude by wishing him the best that life can give.

Respectfully submitted,

HARRY MILES, Chairman .....Branch 20
JAMES McLAUGHLIN .....Branch 102
RALPH TOZOUR .....Branch 110
CHARLES A. LIPPERT .....Branch 95
LOUIS COLIN, Secretary .....Branch 105

This review of President Voll's report was received with applause. On motion of Delegate Hohmeyer, seconded by Delegate Egan, the report was accepted by a rising vote of thanks to the Committee which had given such careful study to the President's report, and a rising vote of appreciation and confidence was also given President Voll and his colleagues.

Chairman Wallace reported that the Committee on Stopper Grinders was ready to present its conclusions and these were read by Secretary Dixon and the report was, on motion, adopted as follows:

REPORT OF COMMITTEE ON STOPPER GRINDERS

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Your Committee on Stopper Grinders submit the following recommendations:

(1) That all working rules now in force remain the same for the blast of 1923-1924.

(2) That all cut ware shall pay 20 per cent extra.

(3) That all ware which is made blowover for stoppering shall pay day work at a minimum of $6.50 per day.

(4) That the list of 1920-1921 be restored for the season of 1923-1924.

(5) That 2-ounce and 3-ounce ware pay 12 cents per dozen.

(6) That all members of the Stopper Grinding Department live up to the rules as to starting time in all shops.

(7) That when one firm has more work than they can get out with the number of grinders they have, said firm may be allowed to borrow men from other firms, if other firms agree.

(8) We approve of the settlement made by our officers in the Final Wage Conference.

In conclusion, we wish to express our appreciation of the courtesy and spirit of co-operation shown by Executive Officers Eames and Vansant and all other national officers in their dealings with the members of the Stopper Grinding Department.

Respectfully submitted,

WALTER WALLACE, Chairman ..... Branch 7
JOHN GAFFNEY ..... Branch 81
WILLIAM S. DIXON, Secretary ..... Branch 9

Chairman Pennypacker of the Committee on Good and Welfare said the Committee was ready to report and its suggestions were then given to the convention, Secretary Cronin reading. At conclusion the report was, on motion, adopted, and Vice-President Maloney, in the chair, said there was material in it which would justify branches giving it careful consideration—indeed they could use it as a basis for their report to the men at home. The report of the Committee follows:

REPORT OF COMMITTEE ON GOOD AND WELFARE

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Your Committee on Good and Welfare after thorough perusal and careful consideration of the suggestions offered in the

annual reports of your officers to this convention respectfully submit the following for your action.

(1) It was brought out in the reports of Secretary Jenkins and Treasurer Halton that some branches have neglected to fill out and return to the national office the questionnaire sent them by the National Secretary. Our attention has also been called, by the same officers and by the Auditing Committee, to the failure of many branches to comply with the law by sending in their financial statements and receipts. On this subject we urge our delegates to insist that the secretaries of their respective branches hereafter comply with these requests and with the law, so the trade may have correct data and information at all times. We urge all delegates to make this matter an important part of the reports to their respective branches.

(2) We are indeed pleased with the close relations and cordial feelings that exist between the American Flint Glass Workers' Union and our Association. It is hoped that our delegates on their return home will try to influence our members to cooperate at all times with the national officers in promoting the continuance of this friendly relationship.

(3) It appears that several branches conduct their financial affairs in a loose and haphazard manner. The 1922 convention, in Bellaire, granted President Voll authority to appoint an officer to investigate the standing and audit the books of any negligent branch. We approve of this and recommend that as protection both to the association and branches the President take this action whenever in his judgment it is necessary.

(4) We are pleased to note the establishment of sick beneficiary departments in many of our branches. These are for the benefit of the membership and result in a great deal of good and the custom should be encouraged.

(5) We urge the delegates in attendance in this convention to urge upon the members of their respective branches the necessity of attending branch meetings and taking an active interest in everything that pertains to the welfare of the trade. When meetings are not attended and interest is not put forth, especially at this time when machinery is so rapidly revolutionizing our trade, our branches cannot properly function because

the members do not have the knowledge they ought to have to successfully carry on the work of the organization in their respective districts.

(6) We approve of the action of the national office in forwarding to the International Labor Bureau and the National Women's Trade Union League of America information desired by those bodies. It is our duty to help trade unionists and the toiling masses in our own as well as foreign countries by giving freely of our knowledge of the labor movement which we have gained by experience.

(7) We urge delegates to pay special attention to requests from our national office for men to supply the demands of manufacturers who need our people to keep their places filled, and to use their influence to persuade competent men to accept these places so that our men may continue to work at the trade.

(8) After listening to the interesting address of President Voll in the session of Saturday, July 14, in which he told us of the work of the Protestant, Catholic and Jewish churches of this country in the interest of the working people, and believing that it is the duty of this Committee on Good and Welfare to suggest all things that in its opinion will promote the welfare of our members and advance the interests of this union, we urge the delegates to take up this subject with the members at home and endeavor to point out the co-operation between this Inter-Church World Movement and the recognized American Labor Movement. If each delegate will give this his attention there will be a quickening of the spirit in the labor movement and the great work that it has undertaken in connection with the churches will be encouraged and advanced. We respectfully advise that all branches try to co-operate in their respective localities with church committees or societies that are striving to promote the interests of humanity.

(9) We wish to record for the minutes of this convention our deep appreciation of the able speakers whose interesting and instructive addresses we have listened to; namely, Mother Jones of the Miners' Union, John Fitzpatrick, President of the Chicago Federation of Labor, John Walker, President of the Illinois State Federation of Labor, and Harry E. Scheck, Presi-

dent of the Chicago Trades Union Label League. We also wish to express our high appreciation of the helpful advice and wise recommendattion given us in the able reports of our National Officers and Executive Board Members on so many important matters. We urge every delegate to impress the members at home with the substance of those reports and urge them to read the minutes carefully.

(10) On behalf of the officers and delegates we desire to express our appreciation and hearty thanks to Chairman John Gaffney, of Branch 81, and the Local Arrangement Committee for their hospitality and cordial treatment during this convention.

Respectfully submitted,

FRANK PENNYPACKER, Chairman..Branch 10
WILLIAM GABLE.....Branch 129
JOHN NOGAR, JR.....Branch 112
WILLIAM LODER.....Branch 7
JOHN McFADDEN.....Branch 44
JAMES W. CRONIN, Secretary.....Branch 47

Chairman Barber of the Appeals and Grievance Committee stated that two cases, one sent from Branch No. 6, Salem, and the other from Branch No. 75, Port Allegany, had been withdrawn; as to the others the Committee had reached conclusions. These were thereupon read by Secretary Essex. Action by formal motion and vote was taken on each case as presented and at the conclusion, on motion, the report as a whole was adopted.

On the first claim presented by Branch No. 76, Glenshaw, for death benefit of Charles D. Agnew, Delegate Rihn said this man had been a member of the organization forty years; he was ill for a long time and his widow is in very poor health and needs assistance. It developed, however, in discussion that the member was fifty-nine years old at the time of his first failure to pay assessment and both he and the branch had ample opportunity to see that he was reinstated. While the sympathy of the officers and delegates is with the widow there is no question but that no other action than that taken

by the Law Committee would be proper under the law of the association. Hence the report of the Committee was concurred in. As adopted, the complete report follows:

REPORT OF COMMITTEE ON APPEALS AND GRIEVANCES

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Brothers:

Your Committee on Appeals and Grievances submit for your consideration and approval the following:

(1) Claim of Branch 76, Glenshaw, Pa., for death benefit for Charles D. Agnew. This man was suspended in 1916 and died in 1923. Between the time of suspension and the time of his death he did not make any effort to pay his indebtedness to the association or to place himself in good standing.

Committee recommends that this claim be not allowed for the reason that deceased was under suspension at the time of his death and was not legally entitled to death benefits.

Adopted after discussion.

(2) Appeal from Branch 38, Marion, Ind., on behalf of Brother Albert Teagarden who has become totally blind and has not worked at the trade for several years.

Committee recommends that a subscription be circulated throughout the trade.

Adopted.

(3) Appeal of Brother George A. Gass, Branch 95, Tarentum, Pa., to be exempted from paying death assessment because of alleged disability as result of service in the late war. Owing to lack of detailed information—

Committee recommends this be left to the incoming officers for investigation and adjustment.

Adopted.

(4) Appeal from Branch 9, Baltimore, Md., in behalf of Brother Charles Harig for financial assistance. Brother Harig has not been able to work for several years owing to the fact that cataracts are forming over his eyes. Committee recommends that a subscription be circulated throughout the trade.

Adopted.

(5) Appeal from Edward J. Day, Tulsa, Okla., for financial aid. Committee reports this is a worthy case and recommends a subscription be circulated throughout the trade.

Adopted.

(6) Appeal from Branch 44, Olean, N. Y., for financial aid for Brother Otis McCleary who is suffering from rheumatism and is confined to the hospital. Committee recommends a subscription be circulated throughout the trade.

Adopted.

(7) Appeal from Branch 34, Tarentum, Pa., for financial aid for Brother Norman Miller who had an accident and injured his arm so badly it had to be amputated. Committee recommends a subscription be circulated throughout the trade.

Adopted.

(8) Appeal from Branch 40, Poteau, Okla., in behalf of Brother John Williams who is suffering from tuberculosis. Committee recommends that a subscription be circulated throughout the trade.

Adopted.

Respectfully submitted,

WALTER G. BARBER, Chairman ..... Branch 7
FRANK CARTER ..... Branch 120
CHARLES STOKES ..... Branch 38
LOUIS PETERS ..... Branch 15
WILLIAM BEATTY ..... Branch 6
CLARENCE ESSEX, Secretary ..... Branch 9

Chairman Branin and Secretary Dall then presented the report of the Blown-ware Price List Committee which took up the rest of the session. Each conclusion and recommendation of the Committee relating to bottles and working rules and regulations was considered separately and after explanation and discussion, action was taken thereon. Among those who took part in the discussions as the report proceeded were President Voll, Vice-President Maloney, Secretary Jenkins, Executive Members Campbell and Vansant and Delegates Egan, Gaffney, Gable, Hohmeyer, Speake, Dall, Essex, Roeth, Colin, Samuel Carter, Hoppes, Snowden, Pearson, Faust, Loder, Barber and Branin.

In addition to a discussion of a number of purely technical features peculiar to the bottle-making art, it was developed that there was a general feeling that possibly the time had arrived in the trade to do away with the piece-work basis and establish a minimum wage. This in turn would insure that managers would see to it that all tools and everything required by the workmen were in place at starting time so that no time would be lost in getting shops ready.

Several delegates expressed the hope that an increase in wages might be secured at the next conference—especially as according to press reports increases had been granted recently in several other trades. Further discussion however developed that in some of these trades there had been a rather long period of depression and, in some instances, strikes. It was agreed there was no question but that the officers would put forth every effort to secure the best possible agreement.

At conclusion, on motion, the report as a whole was adopted, as follows:

REPORT OF BLOWN-WARE PRICE LIST COMMITTEE

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Brethren:

Your Committee on Blown Ware respectfully submit the following for your consideration:

Branch No. 9, Baltimore, Md.

Bottle No. 1. Round, made in cylinder mould, 12-ounce capacity, 7-ounce weight. Men rate as tincture, while firm rate as prescription. The office decides that Paragraph T, Section 2, List, applies. We concur.

Bottle No. 2. Round, made in cylinder mould, 22-ounce capacity, 16½-ounce weight. There is the same contention as on Bottle No. 1. We recommend that Paragraph T, Section 2, apply.

Bottle No. 3. Known as Inkout, 1¼-ounce weight, 1-ounce capacity. Men claim Lubin price; firm claims prescription. Office decides Lubin price is correct. We concur.

Branch No. 10, Royersford, Pa.

Bottle No. 1. Angostura Bitters, 9-dram capacity, 2¼-ounce weight. This bottle was referred to 1922 convention and it was decided that it is already listed on page 66, tank list, at 73 cents per gross. We concur in that decision.

All other bottles submitted from Royersford are already listed.

Branch No. 110, Cape May Court House, N. J.

Bottle No. 1. Round large shoulder, concave near the middle, bell-bottom. We recommend bar bottle price $2.10 per gross. Bottle made since May Conference.

Working Rules and Regulations Tank and Covered Pot List

Your Committee make the following recommendations on Working Rules of the Tank and Covered Pot Lists: (Rules not noted are approved).

(1) After careful consideration of manufacturers' paper submitted to the May Conference, we do not concur in Sections 1, 2, 3, 4, 5, 7, 8, and 11.

(2) We recommend that all Atomizers be placed on the Toilet Bracket.

(3) We recommend that all Liquid Soaps be rated on the Toilet Bracket.

(4) We recommend that the Oval, French Square, Tall Blake and Tall Oblong Bracket, Tank List, be changed, as follows:

3-ounce capacity, 3-ounce weight, 71 cents N.M., 73 cents W.M.

(5) We recommend that ware selected for cutting on less than two sides pay 25 per cent above the list price.

(6) We recommend that Section 23, Tank and Covered Pot Lists, be changed to read:

All ware shall be credited to the blower within 72 hours after it has been made, and the blower cannot be held responsible for ware after it has been assorted or shipped. He must also be credited for ware before it is steamed or washed, and for stoppered ware before it is ground; for all ware coming off the lehr melted, bursted, chipped or broken, and for all blow-over ware after it has been chipped.

(7) We recommend Section 13, Tank and Covered Pot Lists, be changed to read:

Workmen when called on to blow for a finishing machine or stationery jaw gauge, if put to a loss on account of machine or gauge, shall be paid their average day's work. And in nowise shall they be paid less than six dollars and fifty cents ($6.50) per day.

(8) We recommend Section 20, Covered Pot and Tank Lists, be changed to read:

All workmen shall be compelled to receive and manufacturers must pay in full in cash each week. There shall be no deductions for private accounts or bills against workmen.

(9) We recommend that manufacturers shall be required to see that all fire boards, bucks, etc., be put in place for the blowers to work, and that same are taken away at quitting time.

(10) We recommend that all shops shall be paid Day Work for all new bottles until moulds, tools and snaps are in proper working order.

(11) We recommend that work shall cease at noon on Saturday during the entire season of 1923-1924.

(12) We recommend that there be established a minimum wage in the blowing department of six dollars and fifty cents ($6.50) per day.

(13) We recommend the List Price of 1920-1921 prevail for the season of 1923-1924.

Respectfully submitted,

MARK S. BRANIN, Chairman..Branch 7
FRED FELLER.....Branch 55
JOSEPH JONES.....Branch 18
JOHN J. DALL, Secretary.....Branch 9

On motion, it was decided that the annual election of officers of the Association should be the special order of business for 2 o'clock P. M., Wednesday, July 18.

At 5 o'clock the rules, on motion, were suspended and the convention adjourned to go into executive session at 9 o'clock A. M., Wednesday, July 18, 1923.

NINTH DAY—Morning Session

CHICAGO, WEDNESDAY, JULY 18, 1923.

Convention was called to order at 9 o'clock A. M., President Voll in the chair. America was sung. Roll call showed all officers and delegates present.

Delegate James McLaughlin having been called home last evening by a telegram announcing the serious illness of his wife, on motion a telegram expressing the sympathy of the delegation was sent him by the Secretary.

Discussion was resumed for a short time on the Report of the Blown Ware Price List Committee, centering mainly on atomizers and the miscellaneous bracket. This was taken part in by Delegates Hoppes, Snowden, and Branin.

Delegate Faust said that the men in his district felt that they ought to have an increase in wages and asked the officers, on their behalf, to use all the influence they possibly could to try to get a 20 or 25 per cent increase.

Delegate Pearson made a smiliar statement, saying that men in his district felt that if they did not get an increase they would have to leave the trade and go to work elsewhere; he requested that effort be made to secure an increase of 20 or 25 per cent.

Delegate Pennypacker, referring to a statement in the preliminary conference report that men working on Angostura Bitters bottles received 66 cents and were satisfied (page 12, paragraph 1), read part of a letter from the Secretary of Branch 10, Royersford, dated July 10, this year, in which he states that "the men receive 73 cents for the Angostura Bitters bottle" and would like to have that explained in convention.

Delegate Dall asked permission to express at this time his appreciation of the very pleasant relations existing between the administration and Branch 9. We make it a point, he said, to invite President Voll to at least one meeting of Branch 9 during the year. The last time he was with us so many of our members wanted to hear him we had to engage a larger hall. He gave us a very able address and at the end every member rose to his feet, applauded and stood for one minute. It was a masterful effort and Branch 9 appreciated the honor of his visit.

Delegate Speake also spoke of the high appreciation in which Branch 9 held the national officers. Similar expression was made by Delegate Pearson.

Extra Shifts

Secretary Jenkins read a letter received by the National Office from Cape May Glass Company under date of December 5, 1922, in which an interpretation was asked of Section 40 of the blownware rules as they applied to certain cases stated by the Company. The rule provides that no workman shall be permitted to work more than one shift in twenty-four hours, this to apply to apprentices as well. The cases cited by the company are as follows:

"November 29 we had a shop working single, the regular man being off sick. We have one spare man and on this day he was sick also and no available spare man could be got to fill his place. The committee refused to allow us to work a regular man to fill the shop although we were not going to work the night of the 29th and the next day was a holiday. We would like to know whether you have any rule governing this particular question? Our plant is not large enough to work more than one spare man and part of the time he must snap up in order to exist. We have had this happen several times and have had to work the shop single. We have had regular men wanting to fill the place but the committee refused to allow this, stating that no blower can work more than eight hours in any one day. Are we compelled to work our shops single when there is no spare man to fill them, or can we fill them with a regular man?

"Several times we have had blowers off for two or three hours; for instance, from 5 P. M., and no spare man to fill the place. Isn't it possible to fill this place with a regular man for this time,—say two hours? The men are willing but the committee will not allow it and threaten to report them if they do it. Isn't there some ruling whereby this can be settled for like circumstances in the future?"

A very interesting and extremely animated discussion took place, marked by two special features. One, the keen desire to provide employment for the spare worker and arrange if possible that if he had opportunity, for instance, to work a turn on Friday and this was followed by a chance to work Saturday he might do so, in other words, get in two days' work. A number of delegates spoke with deep sympathy of the unfortunate position in which a rigid application of this rule sometimes placed a spare man and the disadvantage he was put to. The other feature was that the rules of the association which had been made after careful consideration by delegates in convention from time to time, aided by the national officers, ought to be lived up to. It was hurtful to the membership if discrimination were practiced; the interests of the men should be carefully looked after as well as those of the manufacturer, and conference agreements must be observed. As an illustration of the extreme to which a man might work if allowed Delegate Hann cited an instance of which he had personal knowledge where a man worked fourteen shifts in one week and then rode his bicycle eighteen miles to his home. It was agreed that in many cases working extra shifts had been taken advantage of by both spare and steadily employed workmen and occasionally a money-mad mania seemed to prevail in a factory, although in

general the rules regulating three shifts and the hours of employment were observed.

The sentiment was to provide as much work as possible for the spare man, in fairness and consistent with the law. At the same time it was against any modification of the rule, although willing to give the factory committee discretionary power in applying it to individual cases. There was also a recognition of the danger that if concessions were not made wisely and the rule guarded at the same time, managers might take advantage of it and ask regular workmen to do extra work.

President Voll said: I don't believe in taking that law out of the book; immediately you do that abuse would likely spring up. If you allow employers to use their discretion in working spare blowers there would be discrimination and men would be worked beyond their strength. We know that a man who is doing the extremely arduous work of a blower under conditions of temperature and speed as they are must be protected.

Several delegates, members of factory committees, made excellent suggestions as to the way they have treated individual cases—where a man had only worked a few hours during the week and had opportunity to work an extra shift he had been permitted to do so and it was fair in such cases to allow a man to work two turns if he laid off for one turn in between.

President Voll added: No matter how meritorious a case may be it is always dangerous to allow an infraction of the rule, but the factory committee, which is right on the spot, and the branch can be trusted to use discretion and allow the exception when in their best judgment it is proper to do so. That is only common sense. Laws were never made, either for a labor organization or any other government which were absolutely to be followed to the letter,—they should be fairly interpreted. Branches and factory committees are the judges when quick action is needed. If the branch approves of the action of the factory committee in allowing a man to work an extra shift, in those instances, well and good; and if it does not approve, then the factory committee is given notice not to do it again. If we were to take that law out it would mean going back to the old days, but that does not say that we cannot use common sense and judgment in its application.

This interesting discussion was taken part in by Vice-President Maloney and Delegates Gessler, Dall, Thompson, Lambalzer, Essex, Koebert, Lumley, Figel, Tozour, Faust, Pearson, Greenwood, Hann, Waldman, Cronin, Gable, Kelly, and Dunlap.

Delegate Farnkopf spoke of how he had met cases that had arisen in his branch; one, that of a man who had not worked for ten days or two weeks and was given a job from three to seven on a Friday. A place was vacant on Saturday and he asked if he could work and was permitted to do so. He had only worked eight hours in the week and the committee thought it right to let him work an extra shift—he had to live and support his family. Another time a shop was working from three to eleven and the manager said, "I want you to work this shift and come out tomorrow in another place." The man put it up to me and I said, "Sure you can, the law allows you to work forty-four hours a week."

Delegate Dunlap asked if it was understood that a spare man would only work that way, that is taking the extra turns if he desired to do so; in other words, that he was not compelled to work the extra shift unless he wanted to.

President Voll said that was his understanding and suggested that it be taken as the sense of the convention that the law shall remain on the books as it is and discretion given the factory committee (according to the sentiment expressed) to use their best judgment in endeavoring to meet the individual cases as they arise; no one, however, to be permitted to work more than forty-four hours per week. If it is seen that anyone is trying to take advantage of a concession, either managers or men, the National Office should be notified.

Delegate Figel: Each case should be treated as an individual case and the manufacturers will understand that we are talking about that one case and not some other, at another time. It would be the case immediately in hand, and manufacturers should have that understanding. In other words, each case stands on its own merits and is to be so decided. In our plant we give a spare blower enough work to enable him to make a living and we lay off ourselves if necessary to give a spare man work because we need him there to keep our plant in operation.

Delegate Greenwood: I am in favor of the law as it stands and in favor of the committee being allowed to use its best judgment. We had a man who took advantage of a concession and we put a fine of $25 on him for doing it, but we have allowed men to work double shifts when they missed one turn in between and had time to rest.

President Voll: I think the discussion has been thorough and constructive and there is no question but that the law is going to remain on the book. We might try it out for a year in accordance with the sentiment expressed here. Each branch and factory committee can protect the interests of their men and each case is an individual one. The manufacturer should be given to understand at all times that he has no discretionary power to come in and say "you allowed this thing to be done in one instance and you can now"—each case is to be treated as an individual one.

This being in harmony with the sentiment of the delegates it was agreed to, and the discussion closed.

Chairman Dunlap and Secretary Hann then presented the report of the Machine-Ware Price List Committee and discussion was had and action taken on the various bottles and rules and regulations as they were read. At conclusion, on motion the report was adopted as a whole, in this form—

REPORT OF MACHINE-WARE PRICE LIST COMMITTEE

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Your Machine Ware Committee submit for your consideration and approval the following:

Branch No. 7, Millville, N. J.

Bottle No. 1. Hinds Almond Cream, screw finish. We decide this to be a panel, foot-note page 36, machine list, to apply.

Branch No. 21, Richmond, Va.

Bottle No. 1. Tobacco Jar. Capacity 48-ounce, weight 25-ounce, height 6½ inches, opening 4⅛ inches. We decide this to be a special jar and recommend 38 cents per hundred.

General Rules and Regulations

Section 1. We recommend Saturday half holiday for the entire season.

Section 2. We recommend this be changed to read: Work to cease not later than 12 o'clock noon on Saturday during the entire season.

Section 4. We recommend paragraph 2 be changed to read: If a shop loses thirty minutes or less during the day men are not to be paid for time lost; but if a shop loses over thirty minutes during the day men are to be paid for all time lost until making good ware.

Section 7. We recommend that all journeymen and apprentices be compelled to receive their earnings in full in cash every week.

Section 8. We recommend no apprentices for the season of 1923-1924.

Section 18. We recommend the following be added: Where three or more bottles are made, which vary in weight 2 ounces or over, they shall pay 10 per cent over the list price of the highest priced bottle.

We recommend that all other sections remain as at present.

Special Rules for Wide-Mouth Machine Only

We recommend that Sections 1 to 12 remain as at present.

Special Rules for Narrow-Mouth Machine Only

We recommend that Sections 1 to 6 remain as at present.

New Rules

We recommend the following new rules:

Operators shall receive pay for 50 per cent of all off-ware in excess of 10 per cent of the day's production.

All toilet ware shall pay 3 cents per gross extra on the one-man machine; 4 cents per gross extra on the two-man machine; 5 cents per gross extra on the three-man machine.

We recommend the restoration of the 1920-1921 list for the season of 1923-1924.

We do not concur in the request of the Manufacturers as presented at the Preliminary Conference.

Respectfully submitted,

WALTER DUNLAP, Chairman ..... Branch 78
HARRY HOHMEYER ..... Branch 1
WILLIAM FARNKOPF ..... Branch 9
EDGAR HANN, Secretary ..... Branch 7

Committee on Change of Vacation Period—Discussion

The Special Committee appointed to consider a change in the vacation period and make recommendation thereon, having finished its work, the report was presented by Secretary Gaffney, who explained that the Chairman, Mark S. Branin, Branch 7, had not signed it. The report was then read. In brief, it suggested that Section 27 of the Machine Rules and Section 19 of the Blown-Ware Rules, which made the taking of a vacation obligatory, be amended by striking out the word "shall" in each rule and substituting the word "may." The effect of this was to provide that—Every man at work in either of these departments *may* take a vacation between June 15 and September 15. A further amendment to Section 19 of the Blown-Ware Rules struck out the word "four" from the clause fixing the length of vacation at four weeks, and substituted the word "two." The effect of this was to make the vacation period in each department two weeks.

This brought about a highly interesting discussion, which was taken part in by Delegates Barber, Stokes, Lumley, Speake, Koebert,

Waldman and Pearson, each of whom expressed the opinion that this report was not a modification of the summer stop, but an elimination, and each was opposed to it. Delegates Hawkins, Kane and Gable spoke in favor of it; they recognized the need of a vacation, but the present situation of the industry is such that to continue to enforce this rule would work an injury to many of the men engaged in the trade. Further, it was only anticipating what in their opinion would eventually result.

Delegates Waldman and Barber called attention to the great physical discomfort suffered by workmen in factories in the summertime, few of which were equipped with cooling devices, and even when they were the heat was almost beyond human endurance.

Delegate Pearson said: "We know that some men in the factory will take advantage of technicalities or anything they can get hold of to keep others out of work—and I cannot agree that it would be a good idea to make vacation optional. If we say men 'may,' we will be taken advantage of. I believe in making provision for the man who wants to work when he needs it, and when a member has lost three or four weeks in a season or has had only a few weeks' work and now has an opportunity to go to work it's pretty hard to say to him, 'You must take a vacation.' If it is left to local adjustment the men know when a case is deserving and can take proper action. I would like to see a modification for the men who absolutely need the work."

Delegate Dunlap offered an amendment, the effect of which was that the present vacation rules continue in force in both the blownware and machine departments, but where special conditions in individual cases in any locality require relief, branches can meet those in such way as they and the factory committee think best, alike for the association and the employers. This was seconded.

Delegate Dall inquired, "That puts it on the factory committee, does it not?"

President Voll answered, "Yes. But I don't believe that such a practice would operate successfully because immediately there would be danger of the charge being made that the committee was discriminating. How would something like this do—and, remember, we have not had time to give this the serious consideration it is entitled to:

For example, in the case of any member who has worked only seven months or less in a year it would be optional with him whether he would take a vacation or not; but any man who has worked more than seven months must take a vacation in compliance with the present law? Further, the vacation period might be extended from the 1st of May to the last of September. That would be a modification of the summer stop and give a number of our men who have not been steadily employed an opportunity to work through the season."

President Voll, at the request of a number of delegates, restated his suggestion in part, "If a man has worked no more than seven months in the year it would be optional with him to take a vacation, but if he has worked more than seven months it would be obligatory. This gives some discretion or leeway as to the other five months of the year. Of course it is impossible to modify the summer stop in a way that will satisfy everybody. In localities where men have very little employment during the year there is discontent and it has happened in the past that as soon as a convention was over the National Office would receive letters from branches all over the country asking if members might not work under a modification of the rule. In our opinion it cannot be left to the discretion of factory committees, first, because the committee would be taken advantage of by the manufacturers and very likely the men lose their work; second, they would naturally be charged with discrimination by the membership if there were more men to work than there were places or shops to fill. In some localities, especially Millville and Baltimore, where work goes on under high pressure and in great heat, vacations are imperative even when cooling apparatus is in operation. Even so, I do not hesitate to make the assertion that the time will come when all factories will be glad to make a modification in the rule because of the development of machinery. I think some compromise might be adopted so that our men could work when they have opportunity and have not had steady employment. If I properly catch the spirit of this discussion, it is to help the men who need to be at work—that is the feeling of the delegates."

Vice-President Maloney suggested that the whole subject be referred to the incoming president, if he would accept it. We have had this question of the summer stop with us a long time, he said, and it has been given considerable debate. I remember in the Columbus

convention eleven years ago there was a great deal of time spent on it and finally it was decided to take one month instead of two; then in 1920 we had it with us in Chattanooga and agreed to continuous operation; it is with us today—a familiar visitor—and for my part I would be perfectly content to abide by whatever action the president in his best judgment would decide. He knows the situation better than any of the rest of us.

Delegate Rohrbacher then offered a further amendment to the report of the Committee, which provided:

That Section 27 of the Machine Rules and Section 19 of the Blown-Ware Rules, together constituting the law of the Association on the summer stop, shall remain in their present form and continue to be the law; but this law is not to apply to members who have not been employed at the trade more than six months during the year. This was seconded by Delegate Egan.

Delegate Speake approved of the suggestion of Vice-President Maloney, that branches report individual cases to the National Office and the President take action according to his best judgment in each individual application; but President Voll said: "Don't you see, that would be a discrimination against the manufacturers who have entered into conference agreement with us?"

In the discussion of the amendment which followed Delegate Gaffney expressed doubt as to whether this would work out fairly as between the large and small manufacturers or would result in discrimination. Delegate Lumley was heartily in favor of it as a means by which justice could be rendered the man who needs work. Delegate Barber reminded branch secretaries it would be necessary to adopt a check-up system on workmen who travel around the country, so as to know how much work they have done.

Delegate Thompson asked if this amendment, if adopted, would come before the conference—since it does not change the rule but merely allows the men to work through if they haven't worked more than six months?

President Voll replied that it would have to go before the conference for agreement. Manufacturers have asked for the abolishment of the summer stop, you remember, he added. If the convention wants this to apply this summer delegates can authorize the President to communicate with the Chairman of the Manufac-

turers' Association and ask if it will be agreeable for the time being,—that is, until the next conference, to allow this amendment to operate. That is the only way it can be done.

Delegate Farnkopf offered as a substitute,—That the entire matter of a change in the vacation period be recommitted to the Special Committee, with request that they consider the arguments and objections presented on the floor and bring in another report. This was seconded by Delegate Greenwood and several others, but Chairman Branin, Secretary Gaffney and Delegate Hawkins, of the Committee, said that it would be futile because the Committee heard these arguments and had considered them before reporting, and the motive in bringing in the report was to place the question squarely before the delegates and let them decide it. A number of delegates insisted on direct action being taken now. The Chair put the substitute to a vote and it was lost by a large majority. The amendments were then put and were carried.

The report as amended was then put by the Chair in this form:

Amended Report of Special Committee on Change of Vacation

(1) That Section 19 of the Blown-Ware Rules be amended by adding the words, "But this law is not to apply to members who have not been employed at the trade more than six months during the year." This making the present law read as follows:

> Continuous operation is agreed to, but each workman shall take four consecutive weeks' vacation between June 15 and September 15, the time to be arranged between the factory committee and the superintendent. But this law is not to apply to members who have not been employed at the trade more than six months during the year.

(2) That Section 27 of the Machine-Ware Rules be similarly amended and read:

> Continuous operation is agreed to, but each operator shall take a vacation of two consecutive weeks between June 15 and September 15, time to be arranged between the factory committee and the superintendent. But this law is not to apply to members who have not been employed at the trade more than six months during the year.

On motion, the convention adjourned to 2 o'clock P. M.

NINTH DAY—Afternoon Session

Convention was called to order at 2 o'clock P. M., by the singing of "America." President Voll, in the chair, introduced President George Perkins of the International Cigar Makers' Union, as a strong character devoted to the interests of organized labor, a deep thinker and a writer. President Perkins gave a highly interesting address, rich in information and suggestion, and replete with many helpful ideas gained in his long experience in the labor movement. At conclusion, delegates expressed their high appreciation in a rising vote of thanks.

On motion of Delegate Egan, and unanimously agreed to, the Association was authorized to place decorations of flowers on the graves of former President Denis A. Hayes in Zanesville and former Secretary Launer in Salem on each recurring Memorial Day, as an expression of the devotion of the Glass Bottle Blowers' Association to their memories and appreciation of the great service rendered by them.

Annual Election of Officers

Vice-President Maloney then took the chair, at the request of the President, and announced that pursuant to the action of the convention hitherto taken, the Annual Election of Officers was now in order. President Voll was at once nominated by Delegate Branin, a friend of many years' standing. On motions properly made, and seconded, he was elected by acclamation. When he came forward he was given a most enthusiastic greeting by the delegates. He briefly expressed his pleasure at this renewed expression of their confidence. Chairman Maloney said: "According to an old philosopher, 'In doing right lies the worth and goodness of life,' and that applies here. Delegates have recognized the sterling goodness of John A. Voll and that he has done right!"

President Voll was given a most enthusiastic greeting as he came forward. Smiling his appreciation, he said, "I will try, my friends, to deserve this honor. It is a mighty fine thing to be chosen in a movement like ours which, as our friend Perkins said, is a crusade—like the crusades of the Church in years gone

by. That is what labor is doing today. It is doing its work very well and effectively, too, and if I can serve you well I am gratified. I ask no higher privilege."

President Voll then took the chair and Vice-President Maloney was nominated by Delegate Dall. Amid applause, he, too, was elected by acclamation. "I think you know," he said, "that I am thankful for this expression of confidence. The road for the year ahead looks pretty clear to me—as far as my bread and butter are concerned—and I believe the day is coming when the road to every man who works with his hands and helps build up society and gives constructive service will look clear and fair, and his future be secure. I believe the best and happiest thing a man can have in mind is that his fellowmen trust him. It is not money or power that is worth while. You may say I never had much of either, and that is true—and I never desired them; but I do desire your confidence and respect, and I am very grateful for this expression."

President Voll, felicitating Mr. Maloney on his unanimous election, said, "I would like to add a further word at this opportune time. Occasionally we are up against problems and things look a bit dark, but they clear up wonderfully when my associate officers come to my assistance. We all get together, and the broad views and good judgment of our Vice-President have been very helpful."

Secretary Jenkins was nominated and elected by acclamation. In expressing his thanks to the delegates for the honor paid him, he said: "This is my thirty-fourth convention. Thirty-four times I have come to these meetings of our association, trying to do what I could to help along, and the number of years indicates that I have had some experience. I hope I will be permitted to attend thirty-four more, and I promise you that as long as you put your confidence in me you will receive the best service of which I am capable—just as I have given it in the past. If ever I get too old to sit with you, I hope I may be able to come around and say "Hello" to the new fellows then in the trade—some as yet unborn. That is my desire, to be in this trade as long as God lets me live. I thank you from the bottom of my heart."

Treasurer Halton was likewise nominated and elected by acclamation. He said, "I can truthfully say that the confidence you have

reposed in me today in selecting me as the custodian of the funds of our association will never be betrayed. In the year that is ahead I will serve you faithfully and honestly."

President Voll then announced that nominations were in order for Executive Board Members in the order in which they now appear on the list.

Executive Board Member Muhleman who has occupied the first position on the Board for a number of years, but who was retired from a salaried position several months ago and since then had been called on for special service when needed, tendered his resignation. After discussion this was on motion, accepted. On further motion, the convention extended a vote of thanks to Board Member Muhleman in appreciation of the excellent service that he had rendered the association and the membership at large during the many years he served on the Executive Board.

On motion of Delegate Branin, seconded and unanimously agreed to, the convention decided that a position of executive member should be held by the Treasurer of the Association. It was explained that the Treasurer could attend to the duties of that office and the work that might be assigned him as a Board Member and this would be following out the policy of economy to which the Association was pledged.

On motion, Treasurer Halton was then elected by acclamation to the position of Executive Board Member.

On motions separately made and acted on, Executive Board Members Connolly, Campbell, Roberts, McLaughlin, Eames, and Warren were elected and each in brief and happy manner expressed his pleasure in this renewed confidence of the members, and said he would continue to do everything in his power for the benefit of the membership.

For the third position Robert G. Vansant and George W. Speake were nominated. The ballot which was taken showed 52 votes for Vansant and 20 for Speake. The Chair thereupon declared Robert G. Vansant elected.

Mr. Vansant said: I hardly know how to express my feelings. I have never lost an opportunity to promote the best interests of this Association, and have done my best for it in the seven years

I have been a board member, and will always serve it to the best of my ability.

The former trustees, William Dunlap, Branch 5, Walter Day, Branch 2, and Frank Dahm, Branch 78, were elected by acclamation.

The election of fraternal delegates to the convention of the American Federation of Labor to be held in October, 1923, came next in order. President Voll was nominated and elected by acclamation as first fraternal delegate. For second delegate Walter Wallace, Branch 7, and John Dall, Branch 9, were nominated. In the ballot the former received 34 votes and the latter 39. Delegate Dall was thereupon declared elected and in a few appreciative remarks expressed his gratification.

The roster of officers elected to serve the Association for the ensuing year, follows.

President
JOHN A. VOLL

Vice-President
JAMES MALONEY

Secretary
HARRY JENKINS

Treasurer
HARRY HALTON

Executive Board Members

1. WILLIAM C. CONNOLLY, SR.
2. ROBERT G. VANSANT
3. WILLIAM W. CAMPBELL
4. JOHN S. ROBERTS
5. ALBERT C. McLAUGHLIN
6. THOMAS B. EAMES
7. WILLIAM WARREN
8. HARRY HALTON

Trustees

1. WALTER DAY, Branch 2
2. WILLIAM DUNLAP, Branch 5
3. FRANK L. DAHM, Branch 78

Fraternal Delegates to the American Federation of Labor Convention, October, 1923

1. JOHN A. VOLL
2. JOHN DALL.

Atlantic City was nominated and by acclamation chosen for the meeting place of the 1924 convention.

Delegate Gaffney presented a request on behalf of Charles Braun, a member who came over during the amalgamation in 1901 and expects to go back to the Flints, in order to keep employed, this being necessitated by the inroads of machinery—to retain his membership in the death beneficiary department of the association. In past decisions in similar cases it was held that when a man left the association he severed his connection in the death beneficiary department, also. On motion, this case was referred to the National Officers and Executive Board.

President Voll gave a gratifying report of the conference that he and other officers had with representatives of the Chicago Heights Bottle Company, and discussions that had taken place concerning special bottles, which were spoken of in a former session in connection with the work of the Price List Committee. He also called attention to the fact that sometimes branches sent in a bottle or complaint for adjustment and after the Office took action and secured redress and agreement, members were indifferent and did not read the conference reports; this had happened on more than one occasion and he hoped it would not happen again.

Delegate Rihn asked: How are you going to handle the packer situation—through conference or in what way?

President Voll replied: We will handle it as we always have—through organization, and where packers are not organized, organize them.

On motion, unanimously agreed to, the President of the Association was directed to notify the President of the Manufacturers' Association of the action of the convention today on the modification of the vacation period which permits men who have not worked more than six months since last September to work without a vacation.

Installation of Officers

President Voll then requested Delegate Pennypacker to officiate at the installation of the newly elected officers, saying, "It is eminently fitting that you should preside at this important service because you helped build this organization; you were on the fighting line when it took courage to be there; we all respect you and are happy to have you with us."

Delegate Pennypacker then read the impressive ritual and service of installation, with its clear declaration of high purpose and ideals, and each officer and executive board member took upon himself the solemn and responsible obligation of his office.

On motion, at four o'clock, the rules were suspended and the convention adjourned to 9 o'clock A. M., Thursday, July 19.

TENTH DAY—Morning Session

CHICAGO, THURSDAY, JULY 19, 1923.

The convention came to order with the singing of America, President Voll in the chair.

Secretary Jenkins read a telegraphic request from Branch 47, Sheffield, regarding men making an extra turn. "Have men the right to work their five nights, gathering, and then come out for the sixth, on the feeder? And has the flow operator the right to make more than one turn in twenty-four hours?"

To this President Voll replied,—We must do everything we can to keep places filled and at the same time protect the organization. Of course feeder men have a right to make more than one turn, in case there is nobody else there. That is agreed to. A machine man would have a right to work his five nights and if he desired to, come out and work his five hours on Saturday morning,—making him forty-five hours a week.

Chairman Greenwood and Secretary Napolski then presented the Report of the Committee on Union Label, the latter reading. On motion, unanimously agreed to, it was adopted as follows:

REPORT OF COMMITTEE ON UNION LABEL

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Your Committee on Union Label beg to submit the following recommendations for your consideration.

(1) That delegates to future conventions use their best efforts to obtain and wear as many union labels as possible.

(2) That all delegates on their return home make it their special business to appoint union label committees and instruct their respective branches to secure from John J. Manning, Secretary-Treasurer of the Union Label Department, American Federation of Labor, A. F. of L. Building, Washington, D. C., a sufficient number of copies of the design and of all seals and labels that are used on union-made goods, also a sufficient number of copies of its publication which lists all manufacturers who use union labels to supply every member of the branch with a copy.

(3) That we urge upon our wives, mothers, daughters and sisters the necessity of forming Union Label Leagues and instruct them to demand and purchase whenever possible union-made goods, with our union-made money.

(4) That the policy of the American Federation of Labor be carried out by our national officers and the membership. Further, that members be urged to support all candidates for political office who are favorable to organized labor.

(5) As the paramount issue of today in the American Labor Movement is the political propaganda of the American Federation of Labor to "elect your friends and defeat your enemies" the same principle should be applied to the demands of the Union Label. Remember your friends and defeat your enemies by your purchasing power. Thus you demonstrate that the American Labor Movement is united on the issues before the organized forces of our country. To promote the production of union labeled products there must be mutuality and co-operation among organized workers and

a consistent demand which will give employment to organized men and women. Therefore be it

Resolved: That delegates in this convention pledge their united effort among their branch membership on their return home to create a greater demand for the union label which stands for shorter hours and sanitary conditions for labor in general. Be it further

Resolved: That the delegates on their return to their various branches instruct those branches and their families as to the genuine union label of various classes.

Respectfully submitted,

HUGH GREENWOOD, Chairman ..Branch 70
ARLIE SNOWDEN .....Branch 98
MILTON ROETH .....Branch 9
WALTER WALLACE .....Branch 7
B. J. NAPOLSKI, Secretary .....Branch 34

Chairman Greenwood urged delegates to carry the Committee's advice home and do all they could to promote the use of union-made goods. "The keynote of this work is Education," he said, "and our hope is that every Branch will put on a campaign for the label."

The Committee on Finance having finished its work, according to Chairman Speake, the Report was read by Secretary Morrison and was on motion adopted, as follows:

REPORT OF COMMITTEE ON FINANCE

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Your Committee on Finance beg to submit for your consideration the following:

(1) We recommend that $35 be paid to the janitor of the Capitol Building for services rendered during the convention.

(2) We recommend that the Outside Sentinel be paid $5 per day for his services and $5 per day for expenses.

(3) Your Committee does not concur in the resolution offered by Branch 7, Millville, but recommend that the officers' salaries for the ensuing year remain the same as last.

(4) We have carefully considered the appeal made by the National Conference on Valuation of American Railroads, to conserve the public interest, and believe this Commission is worthy of due consideration; therefore, that we may have a part in lessening the burden on the American people, we recommend that donation of $100 be made from the general funds of the Association.

(5) It is gratifying to note that the funds of the Association have been so ably cared for during the past year and as we believe the policies of the officers are to run the business of the Association on an economical basis, we recommend that they be continued.

Respectfully submitted,

GEORGE W. SPEAKE, Chairman ..Branch 9
MICHAEL FAUST .....Branch 57
FRANK LAMBALZER .....Branch 37
FRANK H. CARIGAN .....Branch 54
WILLIAM MORRISON, Secretary, Branch 26

Delegate Barber asked to be permitted to explain that Branch 7 didn't think the National Officers were not fully worth all the salary they received, the resolution referred to was simply in line with a feeling that the trade was dwindling and possibly economies might be worked out.

Chairman Faust announced that the Committee appointed to review the work of the Vice-President was ready to report, and the conclusions were thereupon read by Secretary Powers, as follows:

REPORT OF COMMITTEE ON THE ANNUAL REPORT OF VICE-PRESIDENT JAMES MALONEY

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Before reviewing in detail the complete report of our worthy Vice-President, James Maloney, we wish to express our very high

appreciation of the admirable way in which he has so ably performed all the work undertaken by him during the past year. He has shown unexcelled executive ability in promoting the interests of our association and the labor movement in general. We feel confident that in saying this we are expressing the sentiment of all the delegates here and that they join with us in the wish that Vice-President Maloney may be spared to us for many years to come and that he will continue his splendid work for the uplift of humanity, very especially the promotion of the welfare of the great army of toilers who need encouragement and the help that such service gives.

Internal Affairs

We have analyzed the activity and work of our vice-president as revealed in his report and note with approval the many addresses he has made in different parts of the country, his work at Baltimore in the packer situation, his able assistance to President Voll in Chicago in conference with the American Bottle Company, and his work in many other places in the trade where special problems were to be solved—all of which required tact, patience and diplomacy. We commend his work and are confident his presence and activity were helpful and that his achievements reflect credit not only on himself and the officers, but on the association as a whole.

Preliminary and Final Wage Conferences

We feel the delegates will agree with us that the arguments presented and the work done in the final conference by our vice--president contributed in no small way to the splendid settlement which was secured last summer at Atlantic City in the blown-ware, machine, stopper grinders', and flow and feed conferences. We regret that our entire membership did not have the privilege of listening to the persuasive arguments and clear debates set forth by Vice-President Maloney in our behalf on the complex problems that arose in those conferences.

Open Shop

We agree with our Vice-President in his condemnation of this un-American so-called "open shop" movement. It was launched

by autocratic interests and the privileged few and is a menace to the American people and, to quote his language it is a "damnable imposition," instigated by corporate interests which by the use of patriotic phrases camouflage the real motive and have sought to deceive the people of this country. The Vice-President in his fair-minded, honest, practical and forceful way took a large part in defeating the open shop drive even though its promoters sought to wrap it in the American Flag. He lost no opportunity to uncover and denounce it and in our opinion his efforts have met with a large measure of success. But we wish to impress on the minds of the delegates that as he states in his report the open shop supporters and promoters are not entirely destroyed; the battle for political and economic liberty is still on, and if we desire to hold what we have won and secure those better things in life to which labor is entitled, the struggle must go on and every individual put forth all the effort of which he is capable.

Courts and Injunctions

We heartily approve what the Vice-President says on this subject. We trust the time is not far distant when American citizenry by the proper use of the franchise will be able to elect Federal Supreme Court judges. It is important that it shall be made impossible for the judiciary to usurp power and declare laws unconstitutional that have been made by the representatives of the people in Congress. We know that Vice-President Maloney will continue to use his ability, diplomacy and great oratory whenever opportunity affords to denounce the wrongful decisions of the Supreme Court, especially in relation to child labor and women's minimum wage. We are confident that his eloquent addresses in different parts of the country had a far-reaching effect on the gratifying results of the last election. We know this to be true from the deep impression he made on the delegates in the Bellaire convention when he delivered that never-to-be-forgotten speech on the subject of the Non-Partisan Political Campaign.

Automatic Machinery, Flows and Feeds

We are impressed with the fact that our Vice-President has made a deep study and careful survey of this new method of production.

His report shows that he is in close touch with the situation in the trade. We approve of his advice on the work and jurisdiction of our organization and the plan he suggests by which to meet this new method of producing bottles. We believe he is correct in his predictions that by the exercise of patience and diplomacy our association will finally be able to secure complete jurisdiction over these new inventions as they are introduced into the bottle-making industry.

Conclusion

To sum up our findings on the Vice-President's able report, we are impressed by his wealth of knowledge of the interesting topics he presents. We feel we would be remiss in our duty if we failed to touch in this report on the strong characteristics and personality of the man himself. Our association is fortunate in having so strong a character in its service; his ability, honesty, and integrity of purpose, his resourcefulness in dealing with questions as they arise, his foresight in being prepared, mark our Vice-President as a man fully qualified for the position which he occupies. He has given untiring service to our association and the labor movement in general and to oppressed people wherever they exist. As year by year the milestones of time glide by we find Vice-President Maloney making a deeper impression in our hearts and on our minds. We trust we may have the benefit of his forceful character and great work for many years to come. We cannot measure the good he has done and can find no words to express our appreciation. "Jim" Maloney is a true friend to this generation of bottle workers and will be an inspiration to those who follow. We trust the delegates in this convention will endorse as fully as this committee does his work as outlined in his report, showing as it does the great achievements of a strong heart backed by a wonderful mind, both devoted to the interests of our association and the welfare of our membership.

Respectfully submitted,

MICHAEL FAUST, Chairman .....Branch 57
W. L. TOMLIN .....Branch 11
ERNEST BELL .....Branch 9
WILLIAM A. LODER .....Branch 7
RICHARD POWERS, Secretary .....Branch 26

This report was adopted with applause, President Voll saying—"There wasn't one word too much of credit in it."

The chairman and secretary of the Organization Committee, Delegates Corson and Bolt, presented the Report and it was read by Delegate Butz. On motion it was adopted, in this form:

REPORT OF THE COMMITTEE ON ORGANIZATION

To the Officers and Delegates to the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada:

Greeting:

Your Committee on Organization respectfully submit for your approval the following:

We have carefully reviewed the records of the Glass Bottle Blowers' Association and the achievements of its able officers since the convention of 1922 and wish to express hearty appreciation of the good results they have accomplished.

We feel that the time is now at hand when the trade should be fully organized. We are pleased to learn that much progress has been made toward this during the past year by President Voll, and Secretary Morrison of the American Federation of Labor. This is very important and we respectfully urge every delegate here to take this subject up with the members of his branch on his return and impress upon them the need of active co-operation. We take this opportunity of recording our belief that our national officers have consistently done everything possible and in the best manner to further the work of organization during the past season. We feel sure that due to their efforts there will be greater progress in the coming year, and a fuller recognition of the rights of labor—our officers are entitled to this reward for their excellent work.

We thoroughly approve of all the policies for carrying on and developing the work of organization as outlined by President Voll

and Vice-President Maloney in their respective annual reports, and recommend that those policies be continued.

Respectfully submitted,

ISAAC CORSON, Chairman .....Branch 7
W. L. TOMLIN .....Branch 11
A. T. LENTZ .....Branch 34
JOHN BUTZ .....Branch 9
JOHN BOLT, Secretary .....Branch 19

Delegate Egan paid high tribute to the journal "Labor," published in Washington and devoted to the interests of organized labor, and moved that delegates be authorized to urge Branches to subscribe for it. This was seconded and agreed to. President Voll added "'Labor' accepts no advertisements and thus keeps its pages free to express its convictions and principles. It is fearless in its criticism of Congress, when criticism is wanted, and is a great influence for education and progress."

On motion of Delegate Greenwood a rising vote of thanks was given Miss Suzanne Beatty and Miss Hazel B. Whitcomb (the latter a member of the National Office force) for their services in reporting the proceedings of the convention and preparing the Daily Minutes. This graceful tribute from members of the convention was very highly appreciated, and Miss Beatty and Miss Whitcomb each expressed her pleasure and said it had been a privilege to be present during all the interesting sessions.

At the request of the President, Vice-President Maloney took the chair, President Voll then made his closing address in what he said was the most constructive and educational meeting of delegates he had ever attended. In substance he spoke as follows:

CLOSING ADDRESS

President Voll

Fellow Workers:—This has been the most constructive and educational convention I have ever attended, not even excluding the American Federation of Labor. Every subject that came up re-

ceived deliberate consideration and was decided on its merits. Our members are educated,—they have both the education of the brain that has learned to think, and of the trained hand that is able to execute. Above all we have honesty of conviction and are earnestly trying, not only to better our own conditions but to help the other man along as well. No man ever climbed to any height or bettered himself for any length of time by pulling down another in order to get his place. The men who succeed in life are those who are behind others pushing them on; they are generous in spirit and practice and others recognizing that, in turn push them a little higher. That is success in life, whether you are a leader or among the rank and file; and when you find a man who is unselfishly doing his best to help others you will find also a disposition among those with whom he is associated to do anything they can to help him, and to defend him if ever his honor is questioned.

We have learned that here. I have been much impressed by the attitude of our delegates throughout the entire session. The conclusions you have reached will have a marked effect on our association the coming year; not only that, but the truth you have had opportunity to learn here and the splendid addresses to which you have listened, full of admirable advice and wide knowledge, will be of benefit to the members of your branches when you tell them about it, and those who are working with you in the cause will be encouraged to go on. The fact that you know what you are talking about, that you are honest in your aims, steadfast in your desires, and determined in your efforts, will be made manifest. This is true because all our aims are based on Christian principles. You cannot help but be a stronger influence in your respective districts by reason of what you listened to, discussed, and learned here.

These are some of the things that come to my mind now when we are about to separate. It has been good for me to be here, and I am sure it has been good for each of you, and that we have had impressed on our minds much that is of value.

This association of ours is a wonderful organization. If we look back to its beginning and survey the record of its progress and realize the great extent of its charity, the consistency of its ideals, the breadth of its aims, all the way along, none of us can refrain from a

thrill of pride. Sometimes as we note achievement day by day it seems small, but when we look over the record we realize that we have come a long way and accomplished a great deal.

Let us glance this morning beyond our own record further into the world; can't you see what balancing power we can have? Can't you see what a great influence we can exert?

President Voll then gave a brilliant short review of the general political situation throughout the United States and spoke particularly of the non-partisan political influence as advocated by the American Federation of Labor, the steps that have been taken toward securing for the great masses of the people the benefits to which they are entitled, and the opportunity for the representatives of organized labor and the farmer to actively participate in the affairs of government. "I read an editorial this morning," he continued, "which said: 'The people are awake now. So they are, but remember how quickly the dear people go back to sleep again. The American people remember moderately well, but they forget amazingly well.'

"I regret to say that is only too true of trade unionists. We will gain on the economic field just as we use the instruments given us by the founders of our nation on the political field. We want to stand together. We want to see to it as far as we can that the men who represent the people are elected, and we want to do that without regard to old party affiliations. Don't you see what organization can do for you?

"It has been a privilege to attend this convention. I don't think anyone can go away from here without a broadening of thought and widening of vision. It will be your duty to pass on the things you have learned here; in that way you are of use to your organization, to those about you, and to your government.

"I trust you have been impressed by the duty that is on you—to be leaders in your community, to pass on the things you have heard here, and to try to spread this gospel of truth wherever you go. You have a great obligation to fulfill and you must meet it. The movement of co-operation between the farmer and labor, which is a strong one, is to bring back to the people of this country the principles on which our government was founded and

which in so many instances have been taken away. We want them back; we want that fairness and justice the framers of the constitution intended we should have. We can only recover them by organization. If you let your organization go you will not make progress and the things for which you are aiming and striving will be harder to obtain.

Your deliberations here have been marked by fairness and understanding, and were excellent—the best I ever listened to. You made your requests, stated what you wanted in the way of wages and conditions, and otherwise, and your officers will go to conference and you may rest assured will give the best of their ability and try their utmost to secure what you have asked for. I may say to you that last summer your officers laid down an ultimatum after a week of negotiation—'So far will we go, and no farther'—and we secured the wage scale of the previous year. But it is not always well to do that —to give an ultimatum. You have to judge the time, the temper and all other conditions, economic and industrial. Let me say to you that while things are very prosperous in our trade, if you have a finger on the pulse of business and watch reports that are sent out by Roger Babson and others, you will have noted there is quite a bit of slackening up in all lines of business, with the exception of the glass bottle industry, which is kept going by the greater demand for bottles created by the warm weather; but steel, building and everything else is beginning to slacken, so what may be extraordinarily prosperous today and would employ our people in other lines of endeavor may not exist tomorrow.

"We have to look at all these things, not only in our own, but throughout all industries. If we would serve your interests we must keep our fingers on the pulse of trade, business, politics and religion. We must have some knowledge of what is going on throughout the world, and particularly in our own industry.

"As I said before, we are going to the conference to do everything possible for you. We appreciate the marked confidence you have given us, and very especially the respect and co-operation you have shown at all times. We are dependent upon you; we would be an insignificant unit in the organization if we did not have your confidence and co-operation; and if there were not harmony our efforts would be like a soap bubble in that they might be large for awhile but would certainly come to nothing.

"If you back home are ready and willing to put your shoulder to the wheel whenever called on, that gives power, prestige and standing to your officers, which otherwise they could not have—and with you back of them they have that to their advantage, not only in the conference, but in any gathering in which they represent you, politically or economically, be it what it may.

"These are lessons which we want you to keep in mind—I want to impress them on you especially: Guard well your organization on the economic field because, after all, that is the fundamental that has brought you today to where you are going to gain on the political field. It is a thing that brings you prosperity in industry and economic independence. Political organizations are secondary to your economic organization—that is first, in co-operation with the other unions under the plans of the American Federation of Labor. Look to that well, and in doing so do not forget the ballot, the facility that has been given to you for political action under a free government. It is essential to use it in the right manner, and if you do that the things we hope for and are striving to attain will come more easily than otherwise. It is a wonderful instrument if we use it rightly. We can use it for the good of our own interests or we can use it in a way that is detrimental. In the past we have been using it too often to our detriment.

"I wonder if we will carry the principles we have heard discussed here back home with us and study the platforms and candidates and support those who represent the ideals that we stand for and who will help organized labor to realize its aims and aspirations? If party platforms and candidates are not such that they will secure these things for us, then it remains to form a coalition between the farmer and labor, as has been done in the Northwest, and which, as you have read in the papers, has been crowned with success. No one knows but that within a few years there will be a new party which may be largely farmer and labor.

"We must safeguard organized labor, alike on economic and political fields. By doing this we will prevent revolution and promote constructive evolution. That is what labor is aiming at and that is what labor with the church will accomplish.

"Carry these messages back to your fellowmen, especially in the branches. Keep them informed on the subjects of the day. Do everything possible to eliminate strife or dissension. No matter what personal feelings you may have, sink them and work together for the good of the organization. Co-operate on the economic and political fields for your own interests and the interests of your fellows. Organization will grow in the glass bottle industry and one of these days you will come back to a convention and see thousands of men who are members of this association. Education is the final solution." (Applause).

President Voll then gave the password for the coming year.

Under the direction of Delegates Pearson and Barber the beautiful hymn, "God be with us till we meet again," was sung, and after that the inspiring words of the National Anthem.

President Voll then wished all present God-speed and declared the Forty-seventh Annual Convention of the Glass Bottle Blowers' Association of the United States and Canada adjourned.

Harry Jenkins,

Secretary.

GLASS BOTTLE BLOWERS ASSOCIATION OF THE UNITED STATES & CANADA

DAISY

Official Flower

of the Glass Bottle Blowers'
Association

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TO

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